Point of View By Robert N. Sollod

HE PAST DECADE IN ACADEME has seen widespread controversy over carricular reform. We have explored many of the deeply rooted, core assumptions that have guided past decisions about which subjects should be emphasized in the curriculum and how they should be approached. Yet I have found myself repeatedly disappointed by the lack of significant discussion concerning the place of religion and spirituality in colleges' earricula and in the lives of educated persons.

I do not mean to suggest that universities should indoctrinate students with specific viewpoints or approuches to life; that is not their proper function. But American universities now largely ignore religion and spirituality, rather than considering what aspects of religious and spiritual teachings should enter the curriculum and low those subjects should be taught. The curricula that most undergraduates study do little to rectify the fact that many Americans are ignorant of religious and spiritual teachings, of their significance in the history of this and other civilizations, and of their significance in contemporary society. Omitting this major facet of hansan experience and thought cuntributes to a continuing shallowness and imbalance in nuich of university life today.

Let us take the current discussions of multiculturalism as one example. It is hardly arguable that an educated person should approach life with knowledge of several cultures or patterns of experience. Appreciation and understanding of human diversity are wurthy educational ideals. Should such an appreciation exclude the religious and spiritually based concepts of reality that are the backbone upon which entire cultures have been based?

Multiculturalism that does not include appreciation uf the deepest visions of reality reminds me of the truvelogues that I saw in the cinemu as a child-full of details of quaint and somewhat mysterious hehavior that evoked sume superficial empathy but no real, indepth understanding. Implicit in a multicultural approach that ignores spiritual factors is a kind of entical and patronizing attitude. It assumes that we can understand and evaluate the experiences of other cultures without comprehension of their deepest beliefs.

Incomprehensibly, traditionalists who oppose adding multicultural content to the curriculum also ignore the religious and theological bases of the Western civilization that they seek to defend. Today's advocates of Western traditionalism focus, for the most part, on conveying a type of rationalism that is only a single strain in Western thought. Their approach does not demonstrate sufficient awareness of the contributions of Western religions and spirituality to philosophy and literature, to moral and legal codes, to the development of governmental and political institutions, and to the mores of our society.

Nor is the lack of attention to religion and spirituality new. I recall taking undergraduate philosophy classes in the 1960's in which Ploto and Socrates were taught without reference to the fact that they were contemplative mystics who believed in immortality and reincarnation. Everything that I learned in my formal undergradunte education about Christianity come through studying o little Thomas Aquinas in a philosophy course, and even there we focused more on the logical sequence of his argumenta than on the fundamentals of the Christian doctrine that he espoused.

I recall that Dostoyevsky was presented as an existentiolist, with hardly o nod given to the fervent Christian beliefs so clearly apparent in his writings. I even recall my professors referring to their Christian colrecall my protessors receiving to their Christers of leagues, aomewhat diaparagingly, as "Christers." I learned about myslical and spiritual interpretations of Shakespenre's sonnets and plays many years after tak-

ing college English courses. We con sec the significance of omitting teaching about religion and spirituality in the discipline of psychology and, in particular, in my own field of clinical psychology. I am a member of the Task Porce on Religious Issuea in Graduote Education and Training in



The **Hollow** Curriculum

The place of religion and spirituality in society is too often missing

Division 36 of the American Psychological Association, a panel chaired by Edward Shnfmnske uf Pepperdine University. In this work, I have discovered that graduate programs generally do not require students to learn anything about the role of religion in people's

Almost no courses are available to teach psychologists how to deal with the religious values or concerns expressed by their clients. Nor are such courses required or generally available at the undergraduate level for psychology majors. Allusions to religion and spirituality often are completely missing in textbooks on introductory psychology, personality theory, concepts of psychotherapy, and developmental psycholo-

Recent attempts to add a multicultural perspective to clinical training almost completely ignore the role of religion and spirituality as core elements of many racial, ethnic, and national identities. Prayer is widely practiced, yet poorly anderstood and rarely studied by psychologists. When presented, religious ideas are usually found in case histories of patients manifesting re psychopathology

Yet spiritual and mystical experiences are not unusual in our culture. And research has shown that religion is an important factor in the lives of many Americans; some studies have suggested that a client a religious identification may affect the psychotherapeutic relalionship, as well as the course and outcome of therapy. patterns of religious commitment have been found to be associated with high levels of mental health and ego strength. A small number of psychologista are unning to scrively challenge the field's inertia and indifference by researching and writing on topics related to religion and spirituality. Their efforts have not as

yet, inswever, nurkedly uffected the climate orange kı in most psychalogy departments.

Is it any wonder that religion for the typical pay therapist is a mysterious and taboo topic? It should be surprising that therapists are not equipped even ask the appropriate questions regarding s person ag gams or spiritual life—much less deal with psycholo cal aspects of spiritual crises,

Or consider the field of political science. Our so ars and policy makers have been mable to predict understand the major social and political moves that produced upheavals around the world during last decade. That is at least partly because many sign cant events—the remarkable rise of Islamic fund talism, the victory of Afghanistan over the Soviett ion, the unanticipated velvet revolutions in Esse Europe and in the Soviet Union, and the continu conflicts in Cyprus, Israel, Lebanon, Northernless Pakistan, Sri Lanka, Tibet, and Yugoslavia-carba ly be appreciated without a deep understanding of religious views of those involved. The tender sigh of our contemporary political scientists cannot see comprehend the deep spirituality inherent in many todny's important social movements.

Far from being an anachronism, religious comhas proved to be a more potent contemporary in than most, if not all, secular ideologies, Too olin however, people with strong religious sentiments simply dismissed as "zealors" or "functics"—wed they be Jewish settlers on the West Bank, Iranianém onstrutors, Russian Baptists, Shiite leaders, anish tion activists, or evangelical Christians.

Most saidly, the cuntinuing neglect of spirituality religion by colleges and universities also results in kind of segregation of the life of the spirit from the life of the mind in American culture. This situation is for from the ideals of Thorean, Emerson, or William James. Spirituality in our society tuo often represents retreat from the world of intellectual discourse, a spiritual pursuits are often clouked in a reflexive at intellectualism, which nurrous the view in academic spirituality as an irrational cultural residue. States with spiritual interests and concerns learn that them versity will not validate or feed their interests. If learn either to suppress their spiritual life or to spir their spiritual life apart from their formal education

Much has been written about the loss of ethics, sense of decency, moderation, and fair play is Anti-can society. I would submit that much of this loss at result of the increasing ignorance, in circles of pressi ably educated people, of religious and spiritual war views. It is difficult to inaugine, for example, howels cal issues cun he intelligently approached and di cussed or how wise ethical decisions can be reached without either knowledge or reference to those regious and spiritual principles that underlie our legisystem and moral codes.

R COLLEGES AND UNIVERSITIES Should B claim one of their earliest purposes—to ed cute and inform students concerning the spin tuni and religious underpinnings of though and society. To the extent that such education is lack ing, our colleges and universities are presenting a mirrow and frugmented view of human experience.

Both core curricula and more advanced courses in the humanities and social sciences should be evaluate for their coverage of religious topics. Active leadership or the university, college, and departmental levels is necded to encourage and carry out needed additions and changes in course content. Campus organizations should develop forums and committees to examine the issue, exchange information, and develop specific pro-

National debate and discussion about the best way to educate students concerning religion and spinituality are long overdue

Rubert N. Sollad is associate professor of psychology at Cleveland Stote University.

THE CHRONICLE

of Higher Education.



March 25, 1992 . \$2,75 Volume XXXVIII. Number 29

Unquote

"Our young people have placed themselves in opposing camps, divided by race, and they tend to believe only the worst about President of People for the American Way on students' attitudos on

"In some ways, it's a phony issue It's the price of a pizza. A financial eld officer, on a debote

"There's a feeling that the presidents have finally found the steel in their backbones to step up and take cantrol.

lads Harris, on his polt that suggests referme have diminished public excem shout college sports: A33 it's time to send a message to the

old boys' network that they had better make room for women and girls."
The executive director of the Contor for the Study of Sport in Society: A33

'As huge sections of the world move toward free markets, the global demand for busines education seems haund to

explode." sociata deon of Cornell U.'s burinans school: A44

"It is s tragedy that our but not Kyrgyz history. We may have to liberate our education from ideology."

Kyrgyzetsn'n Education Mininter: A36

The future is not in our hands. so we just have in get on with the present." Vice-chancellor of a Palostinio University in the leroali-occupied Weel Bank: A35

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REDEFINING THE ACADEMIC ETHOS

Syracuse Seeks a Balance Between Teaching and Research

By CAROLYN J. MOONEY

SYBACUSE, N.Y. Syracuse University is staging a quiet assnult ugainst one of academe's most sucrosunct traditions.

Simply put, it is trying to change the "nublish or perish" culture that has dominated life at research universities

For the last three years, a group of professors and administrators here has been scrutinizing the way teaching is evaluated and rewarded. Through new pulicies aimed at giving teaching a higher priority, they hope to strike a balance hetween professors' responsibilities to teach and conduct research.

Already there have been small changes—better-organized courses and syllabi, more-vigorous teaching-eval-Continued on Page A14

Jerry Evansky, who received tenure last year but might not have done so several yasrn ago: "I think they're buying into the teaching business."

Young People Found Pessimistic About Relations Between the Races

In your opinion, should colleges and universities give special preference to minority students in order to incresse minority

enrollment?			Block	Hispanic
	34%	26%	52%	56%
Yes			37	35
No	54	64		
Depende	10	9	7	6
Not euro	2	1.	4	3

in your opinion, chould colleges end universities give special ion to minority students in order to increase minority

GIII O II III O III I	All	White	Black	Hispanie
Yes No Depends	48% 44 6	40% 51 7 2	74% 20 3 3	57% 35 8
Not sure	2	-	•	

States Plan to Spend \$1.2-Billion on Student Aid, Up 3.9% Over All, but 11 Will Have to Make Cuts

By GOLDIE BLUMENSTYK The 50 states are expected to spend a total of nearly \$1.2-billion on student aid this year-an increase of 3.9 per cent over 1990-91. But 11 of them, strapped by the recession, say they will be forced to cut their spending for the purpose.

The figures come from a new report by the National Association of State Scholsrship and Grant Programs.

Some Mid-Year Reductions

Last year the expected 12-month incroose was 7.7 per cent. Figures on expected spending for 1991-92 were collected during the fall and updated in February to reflect the mid-year reductions made by states because of their budget problems. Some states provide additional assis-

tance to students through tultion waivers and special grants provided by various state agencies. But such assistance is hard to compare from year to year because of incomplete accounting and frequent changes in the programs.

More than three-quarters of oil the aid

awarded goes to undergraduatea, based on Continued on Page A28

Pantal Fradorts Stated Start! on College-Starts Records A require founds their contention sup-plated many state tolers to grain the time sports, in the paint year put year or both and harrandow cost amount.

By MICHELE N.K COLLISON

A new survey has found that American youths are generally pessimistic shout race relations in the United States.

People for the American Way, a liberal lobbying group, commissioned a telephone survey of 1,170 black, Hispanic, and white 15- to 24-year-olds to determine their views. Fifty per cent described race relations in America as "generally bod." The study also found a "gaping perception gap" between whites and members of minority groups on such issues os discrimination and affirmative action.

When asked, for instance, whether n white or a minority person would be more likely to lose out on scholorships and jobs because of discrimination, 49 per cent of the white youths said whites were most likely to be hurt.

In contrast, 68 per cent of the blacks surveyed and 52 per cent of the Hispanics believed members of minority groups were most likely to be harmed.

'They Tend to Believe the Worst'

"The plain message of our research is that racial division is taking root omong the next generation of Americans," said Arthor J. Kropp, president of People for the merican Way, ot a presa conference here last week "Our yoons neonle have placed themselves in opposing enmps, divided by race, and they tend to believe only the worst about youths of other races."

The study confirms the suspicions of many college administrators, who have said that many white students are resentful of affirmative-action programs that they believe give minority students on anfair advantage. As college enmpuses become increasingly diverse, administrators are struggling to find ways to encourage stu-

Continued on Page A32

WHY YOU SHOULD START PLANNING FOR RETIREMENT WITH YOUR EYES CLOSED.

For retirement to be the time of your life. you have to dream a little-about the things you've always wanted to do: travel, explore, start a business. Just imagine...

With a dream and a plan, you can make it happen. Your pension and Social Security should provide a good basic retirement income, but what about all those extras that make your

dreams possible? You'll

probably need some additional savings. THE DREAM IS YOUR

OWN. WE CAN HELP YOU WITH THE PLAN.

TIAA-CREF Supplemental Retirement Annuities (SRAs), tax-deferred annuities for people like you in education and research, are a good way to save for retirement and save on taxes now. SRAs are easy-you make contributions through your institution before your taxes are calculated, so you pay less tax now.

You pay no tax on your SRA contributions and earnings until you receive them as income. And saving regularly means your contributions and their earnings can add up quickly.





Ensuring the future for those who shape it."



What else makes SRAs so special? A broad range of allocation choices, from the safety of TIAA to the investment accounts of CREF's variable annuity; no sales charges; a variety of ways to

receive income, including annuities, payments over a fixed period, or cash. You may also be able to borrow against your SRA accumulation before you retire.*

All this, plus the top investment management that has helped make TIAA-CREF the largest retirement system in the country.

So start dreaming and planning for the time of your life. The sooner you start your SRA, the greater your savings and your retirement will be.

START PLANNING TIME OF YOUR LII For your free TIAA-CREF St. Retirement Annuity Kit, send TIAA-CREF Dept. TR\$2/75 New York, NY 10017. Or call Mane (Please print)	FE, TODAY. upplemental I this coupon to:	bnagi ie. Ext. 8016.	re .
Address			
City	State	Zip Code	
Institution (Full name)			
Title	Daytime	Phone ()	
TIAA-CREF Participant		If yes, Social Sec	urity 1

*Depending upon your institution's plan and the state you live in. CREF annuities are distributed by TIAA-CREF Individual & Institutional Services.

e complete information, including charges and expenses, call 1800 842-2733, Ext 5609 for a prospectus. Read the prospectus carefully before you invest or send money.

This Week in The Chronicle

WE DIMENSIONAL PRINTING where are working to improve a new technology

flow people to create three-dimensional objects designs on computer screens: A6

the stillion of Dand San Scrolls planned for falt: A6 urakionomer discovers a supernova: A6 akis find a new class of ball-shaped molecules: A8 efists isolata an anti-cancar chemical in broccott: A8 kney have parted the Rad San for the larealites: A8 mange likely than blacks to have corollary bypass; A8 App wives said to have maintained family status: A8 Siner scholarly books: A9

MACUSE TAKES ON THE ACADEMIC ETHOS Beniversity is trying to change the publish-or-perish plus by striking a balance between teaching and

SSATING YOUR OWN MAJOR

has enlogical technology to exercise science, salents are custom-designing courses of study that are athud in typical college eutalogues: A31

ANNING EGYPTOCENTRIC PSEUDOSCIENCE University researchers need to help elementary and senday schools assure scientific integrity as they

kelo nulticultural currienta. Opinion: 131 WE TRUISERY OF DEP STRICENT

Be study increase in the number of students in their mid 30's and 40's is rejuvenating teaching. Opinion: 113

lated helps students identify tree species: A21 Mg-school students gat physics course via computer: A21 imedia room for the tachnology-Ignorent professor: A21

Computing

EARNING SCIENCE BY DOING SCIENCE hew collection of texts and software for biology moses enables students to try experiments that would impossible in a laboratory: A18

cele of technology saes movement in its infoncy: A16 new computer programs; three now optical disks: A22

monal & Professional Concerns

WET ASSAULT ON TRACITION pacuse U. is scrutinizing the way teaching is

saied and rewarded in un effort to balance the sibilities to teach and conduct research: Al The university is involved in several projects that are things the teaching-versus-research dehate to other consuses and to learned societies: A16 The faculty-reward system has been criticized for

ing to recognize aervice aetivities: A16 AMFORD PICKS CHICAGO PROVOST AS PRESIDENT

thard Casper, a constitutional-law scholar, has been teen to succeed Donald M. Kennedy: A14 LENSION'S ULTIMATE VARIETY SHOW

edean of ucla's theater, film, and television school Ps everything during a three-month leave to produce annual Academy Awards speciacie: A5

WHALIZING ON COMMUNISM'S DEMISE end of the cold war gives American business solt s chance play a key role in international somic growth and reform. Point of View: A44

fits recrasies 100-year-old tachnology: A4 lows collages withdraw from accrediting process: A4 ^{4ga} president orders an art work removed: A4 han takes over as head of Barksley law school: A14 the U. Press publishes assays on multiculturalism: A14 lote State U. scrape its search for new president: A17



Lynn Harvay raturned to college to begin a new carser. She anded up deelgning har own major, which included courses in computer technology, architecture, and history: A31

Federal & State Governments

STATES WRESTLE WITH STUDENT AID a They are expected to spend a total of \$1.2-hillion this year, but the pace of increuses has slowed and II say

they will be forced to make cuts: At Many higher-education theorists want states to increase luition substantially and use the additional money to help students: A28

SHARP DEBATE OVER APPLICATION FEES FOR AIO Luwmakers are frustrated by the fallure of efforts in enable more students to seek U. S. support without having to puy fees of \$6.75 or more: A23

PELL-GRANT ENTITLEMENT PLAN OROPPEO A campaign in persuade Congress to guarantee the uid to ull who qualify ended in defeat in the House of

THE PURSUIT OF EQUITY IN COLLEGE SPORTS Advocates for women's spirits say they'll fight to force universities to comply with federal onti-bias laws; A33

Pe. governor pressas four secretive institutions: A23 Indiana wants to expand training in evistion mechanics: A23 Work-study Jobs called unrelated to scadamics: A26 Clash arupts over aducation-research office: A26 Raport says government can't fill sciance posts: A28 New cuts considered in overhead-reimbursament rates: A26 Faculty unions vote 'no confidence' in Mass. official: A27 Nab. aims to reduce duplication in academic programs: A27 Idaho limits perticipation in exchange program: A27 Colleges saak gains from Tannessea tax incresse: A27

YALE IS URGEO TO RECONSIDER CUTS A faculty panel recommends that the university scale back a proposed out in scademic departments and faculty positions: A30

Berkeley's business school is given \$8.75-million: A30 Foundation grants; gifts and bequests: A30

Athletics

VOTE OF CONFIDENCE FOR THE NCAA

The Knight Commission praises the association's leadership in efforts to reform college sports and urges it to deal with financial and governance issues: A33

WOMEN'S-SPORTS ADVOCATES TAKE THE OFFENSIVE They coll for a nutional campaign of litigation and lobbying to force colleges to comply with federal laws barring sex discrimination: A33

Another Valvano has a run-in with his college: A33 U.S. says it is not invastigating UNLV basketbatt: A33

VOLING DEADLE DESCRIPTION ON PACE RELATIONS A survey of students finds a "gaping perception gap" between whites and members of minority groups on such issues as discrimination and affirmative action: Al

SELF-DESIGNED MAJORS: AT THE CUTTING EDGE Students who devise their own courses of study can combine academic interests with career goals, often in nreas that cun have lasting impact on curricula: A31

THE WAVE OF ACULT STUDENTS Colleges are finding that the growing numbers have brought improved instruction and more dynamic classes. Opinion: B3

Anti-Astan slogan scrawlad on wall at Pomona Collage: A4 Madison unseata Purdus for Ruba Goldberg titla: A4 injured fratamity mambar settles sutt for \$150,000: A4 Safa-sex posters are criticized at U. of Ulah: A4 Nation's first collagiate steal band performs in Tsiwsn: A5 Student-loan repayment bacomas an ert: A5 Rutgers deals with sarias of repas and assaults: A31 Film students pursus a cult celebrity: A31 Students serve as volunts ar firefighters: A31

International

NEW DIRECTION SOUGHT FOR EXCHANGES

 The role of government in ucademic relations with the former Soviet Union must be refined and, eventually, sharply reduced, officials say: A35 s Kyrgyzsten's education ellief plnns a top-to-bottom reform of the former Soviet republie's system: A35

PALESTINIANS STRUGGLE FOR NORMALITY Reopening after years of closure, Pelestinian universities in the Israeli-occupied territories face financial crisia and resticss students: A35

ACADEMICS APPLAUO VOTE IN SOUTH AFRICA Approval of a referendum to continue constitutional negotiations loward a post-apartheid government ended fears of a renewed academic boycott: A38

Chinesa army officer charged in death threats: A4 Program's tias to intelligence agencies raise concern: A35

ELABORATE FASHION; A THEATRICAL FORCE Works by 12 Russinn designera feature striking and intricate designs. The "nudacious" work of Peter Brook sparks the imagination: B7

ART THAT ACCRESSES ENVIRONMENTAL ISSUES "Environmental Terror," on exhibit of the work of 10 contemporary artists, is appearing on acveral campuses. Endpaper: B52

Appointments and realgnations in academa: A39

Calandar of coming avents and daadlinas: A40



THE MOLESWORTH MANIFESTO

A spectre is haunting librariumship. To help banish that spectre, at least for a time, this munifesto describes the limited agenda adopted by The Molesworth Institute in support of its Director, Nurman D. Stevens, for President of the American Library

(1.) He will propose no new major initiatives, programs, themes, or other endeavours for ALA.

(2.) He will set his own agenda and culcadar that will not be controlled hy the mechanisms of ALA's bureau-

(3.) He will limit the growth of committees, task forces, and the like. He will also take an open look at such nents as he does control with a view to bringing into the workings of ALA both new members and old outsiders who can bring a fresh ond joyful perspective to the organiza-

(4.) He will propose that serious consideration be given to dismantling the central bureaucracy of ALA thus setting the divisions and chanter free to go their own way ond enabling them to form, if they wish, a com serve their needs.

(5.) He will propose the adoption of severe limitations on the terms of office on the ALA Council and all other official positions including com-

(6.) He will encourage all units of ALA sponsoring progroms during his term to take o light-hearted and uplifting look at the work of Our Profes-

(7.) He will assist librarians to speak eloquently, as only they can, to the fun, giory, and vision of librarianship by banishing all celebrities, including politicians, from their tro ditional role as the major attractions at ALA's conferences.

(8.) His inaugural address, "Para digm Lost; Paradigm Regained," will celebrate the lov, and reveal the folly, of the past, present, and fulure of

(9.) His inaugural will be a simple informal, open event "A Hundred Disparate Dazzlers" at which all librariana will be welcome. Attendees will be asked either to wear and cnrry t-shirts, caps, pina, shooping bogs and other paraphernalio that promote librarianship, or to dress up as their own version of the dreaded atereotype as portraved in books, curtoons m, poetry, television, or other me

(10.) That's it! Why not?

In Brief



Campus recreates 100-year-old technology

MURRAY, KY .-- Two Murray | than B. Stubblefield to spenk by State University communications experts have re-created the wireless transmitter of a local 19thcentury inventor and taken his discovery on the road.

Robert H. Lochte, an assistant professor of pudio and television and Lnrry Albert, chief engineer at the college television studio have built o working replica of the

lowa colleges withdraw

from accrediting process

CRDAR FALLS, 10WA-Chorging

that accreditation policies are too restrictive and expensive, four of

Iowa's largest universities have

decided not to subject their teach-

er-training programs to the ns-tional accreditation process.

and Northern lows announced

dissidents: one a former studer

at Princeton University and the

other still registered there. Offi-

cials said the officer had told them

he would kill the dissidents if he

was rejected from Princeton's

lic and International Affairs.
According to Assistant U.S.

Attorney Daniel A. Greenstone, Ha Niandong told officials that he

expected to be rejected by Prince-

ton because of low Graduate Rec-

ord Examination scores. Mr. He

said that if the federal government

halped him get into the university

hs would serve Amarican inter-ests. But If he was relacted, Mr.

He sald, he would "bacome like

Rambo" and kill the Chinese dis-

sidents. The prosecutor ordered Mr. He detoined while the U.S.

Immigration and Naturalization

Service decides whether to deport

oodrow Wilson School of Pub-

Chinese army officer

Drake and lowe State Universi-

on Murray Stote's soccer field. Forrest C. Poque (above), a retired history professor who olso has researched the inventor, took 1892 invention that sllowed No part in the demonstration. draw from the National Counci

wireless to a friend. The research-

ers won't call it a radiu, but they

ssy it contributed to the technol-

eplicos to academic conferences.

first demonstrated the technique

ogy. The two, who are taking the

cation, to which 500 colleges aubmit their programs for review.
In a joint statement, the lower universities' presidents said the association "does not facilitate self-improvement" and that it im poses an accreditation process that is "too prescriptive, timening, and costly." University officials estimate that the ne onael and materials cost of a sin-

for Accreditation of Teacher Edu

ties and the Universities of Iowa gle review exceeds \$300,000 Officials of the national council this month that they would withsaid they planned to encourse the colleges to reverse their deci-sion. Arthur E. Wise, the councli's president, soid he "cotegorislly rejects" allegations that the cherged in death threats council's standards are too retrictive. "My main concern is for TRENTON-A federal prosecu he children of lows who won't tor has charged a former Chinese now whether their teschers are army-intelligence officer with threatening to kill two Chinese being prepared adequately," he

President orders

removal of art work

EL PASO, TEX.-The president of El Paso Community College ordered the removal of a contr sial poster after students and staff mambers complained it was offensive. The poster (right), called Madonna and Child," was created by a student to advertise an art

Leonardo da is Garza, the college's president, said he had been told that students were destroying the posters. He said he had asked that they be removed because of the "potential for the situation to get out of hand." The poster had been approved earlier by n panel of collage officials.

Anti-Asien slogen

crawled on cempus well with wacky machines

slan American Studies Now, that had been painted by Asian American students un a wall n Pomons College was deficed to resd "Asian Americans Die

The original slogan was painted on a wall nesr a dormitory that graffiti. Msay of the college's 236 Asisn-Americon students have been campaigning for the estabstudies program at the Claremon Colleges, a consortium of six privste colleges, including Pomona

"The deficing of the wall is a clear sign that racism exists in Poons," said Vivek Malhotra, a Pomona student and a member o he Asian American Student Alliance, a Claremont Colleges

roup. Maintenance employees restored the Asian students' slogan. and camous and Pomosa nolice In other incidents, onti-Semiti

messages were aimed at students at two California col-

injured fraternity member settles suit for \$150,000

PULLMAN, WASH .- A fornice student at Washington State [Joi ersity who broke his neck at a fraternity party four yeura ago has settled a lawsuit against his and several other fraternities and the iniversity's InterFraternity

Eric A. Bolstod received \$150. 000 in the settlement, Mr. Bolstso was paralyzed in 1988 when, as n ember of the Sigmo Chi fraterni ty, he dived into shallow water during a belly-flop competition at an annual, off-campus fraternity he party sponsored by Washington
State fraternities.

eampus formed n group cal.

sponsible Teachers and St ients—to protest the posters.

About two dozen faculty men bers have hung copies of the p er on their office doors to see aupport for the gay and lest

Students compete

WEST LAFAVETTE, IND. our-year Purdue University dition was broken this no when students from the Univerty of Wisconsia at Madison the Rube Goldberg national its

The students came in fint w an entry called "Indiana I and the Temple of Rube Go berg." The machine rem around the adventures of to movie character Indiana Im he sought to unlock a docream his way to o hidden treasur To contest (one entry in which is shown below) honors the cuton ist Rube Goldberg, who would ized in drawing humorous or tasks.



Sefe-sex posters

neet criticism

BALT LAKE CITY-Seeling

romote "sale sex," s # 2

eshion group at the Univ

Utah put up dozens of pos

around the campus depicted in naked men ambracing. A say

Hanging the posters was a first activity of the new group.

ganizatioo known as Queer

tion. The posters read: "Us. Condom Everytime." Set

Speirs, n senior and a mem

the group, said it had obtain

Some students and alumnic

plained in letters to the slot

newspaper and telephone cills the university that the pos-were too graphic. Some of

mous/Married or Abst

the group found the posters

en torn down.

Winels University's ateel bane spent their spring break performing before audiences in Taiwan. The band (above), believed t the first steel band started on a North American college campus, ded in 1973.

Since then, steel bonds have | Foundation, both of Taipei.

DEKALB.ILL.-Twenty current | been storted on about 40 other campuses. The instruments, which originated in the West Indies, are made from 55-gallon oil druma and produce a sound simiar tu an organ.

The group's trip to Taiwan was aupported by the National Con-cert Hall and the Ju Percussion



Nation's first collegiate steel band hits the road

^{§tude}nt-loan repayment becomes an art

store front window help one pay til a student loso? Stephanie G.

of a student loao? Stephanie u. Parce certainly hopes so.
Ms. Pierce plans to act up house this week in the disploy window of Where's the Antillabore), the officeat, coin-operated set pallery the owns here. The ed an gallery she owns bere. The 1977 Portland Stote University traduate plans to live in the wlo-low-furnished with o bed, a porderange-top, and a small refriguntil she raises \$6,000 to Pay off her gradunte atudent loan to the Oregon State Scholarship

PORTLAND, ORE.—Can living in | Commission. Ms. Pierce bor rowed the money to attend Georgetown University Lsw Ceater. She graduated in 1980 but deelded to give up corporate isw in 1983. Loter she put her artistic talent to work by opening the art gallery. But the business hasn't been profitable, and Ms. Pierce hos fallen behind on hor loon repoyments. Now the Stote of Ore-

gon is pressuring her to pay up.
So far, Ma. Pierce has received
\$375. She is expecting more mon-

PORTRAIT

A Part-Time Job as a Hollywood Mover and Shaker

In the chic, gray offices of the 64th Annual Academy Awards, Gilbert Cates is working the phones. With two snd s list weeks to go before the show, Mr. Cates needs to plug the holes, as he puts it.

Reaching an agent, Mr. Cstes goes over the film schedule of sn setor he's wooing to present an award on the show, "You represent Robert Duvall, right? I'm call-ing because I'd like him on the show. It's Msrch 30th and the recarsal is on Sundoy. What film is he doing? Here in 1 A 21 know he's fond of Anjeliea Huston snd we could do something with her, or slone. If he's available and interest ed, let me knuw, and I'll get back to you with what I have in mind."

He hangs up and makes a note on the board that shows the latest lineup of people who will present swards. A parade of assistants bcgins appearing in the doorway. Onc Jessico Tandy, who is promoting Fried Green Tomatoes in London 'Find out when she gets back to Americo." he says. Another tells phone. He takes the call.

Three-Month Leave

Just another day in the life of the working deen of the theater, film, vision school at the University of California at Los Angeles.

Most days find Mr. Cstes at the school, overseeing its graduate and undergraduate programs, 100 facul-ty members, and 650 students. But come Jonuary, he tokes a three-month leave to produce television's

ultimate voriety show. rector and producer, was tapped to head the reorganized school last year. He is the first desn of the school, crested by combining the theater and film and television programs under one roof. The reorganization and Mr. Cates's appointment have brought a profess emphasia and a renewed sense of vigor to the school's programs.

many professors and students say. That is partly because of Mr. Cates's career, which spans film, Broadway theater, and television. Among the movies he has directed are I Never Sang For My Fother (1970), which received three Acodemy Award nominations, and Sum-mer Wishes, Winter Dreams (1973), which sarned two Oscar nominations. In the 1980's, he served two terms as president of the Directors Guild of Americo. Mr. Cates also produced the last two Oscar shows. generally viewed os improvements over previous telecasts; last year's show won an Emmy.
"The show is coming together

wonderfully," Mr. Cates says, sitting down to s quick lunch in the Oscar offices, which will closs after the show. He contocts dozens of sctors for the show, but the cast of characters is likely to chonge. And sal, sloee gay activists plan o dis-ruption to protest the portrayals of homosexuals in two films nominated for best picture.

Although some preparations for



Gilbert Cates: "All drama is conflict and resolution, whether it's

a film, a play, or a television show." the show ore highly technical, put-ting it all together still involves a lot

of ego stroking, an inexact science. Much of his tims is spent on the phone negotiating with ageats, who sometimes try to angle for ways to get other clients on the show, too. It's a circus," Mr. Cotes admits.

A Favorite Metaphor

The circus la one of Mr. Cates's favorite metaphors (he wrote hia master's thesis on the subject at Syracuse University). "Actually, UCLA is o circus," he muses. "That might seem like a lighthearted de-scription. But think about it: dlverse elements coming together for an nudience-in this case, the stu-

Mr. Cates mny come atmight out of Hollywood, but he looks and sounds the part of the professor. More partial to tweeds than to Armani suita, he la described by stu-dents and professors as thoughtful and down to earth. Peter Guber, the head of Sony Entertainment, n vis-Iting professor ot the school, and a member of the search committee for the dean's job, says he recommended Mr. Cates because of his professional experience as well as his leadership abilities. "Gil has on unuausi blend of skills," he says.
"He's humanistic and he con get people to work together. That's what the school needed."

At some universities, the theoter. film, and television programs are separated by a kind of neademic Iron Curtnin, with little interac tion-and some enmity-among them. That was the case at UCLA until two years ago. Mr. Catea believes that each has something to

"Most of my friends are in all three," he says. "In the real world,

there is a relationship between all three, wherens in a university, the three disciplines are kept totally

That interdisciplingry opproach was evident in a course Mr. Cates taught last yesr, where students read the play, Children of a Lesser God, saw the movie, and met with Mark Mcdoff, who wrote both the play and screenplny. "All drama is conflict and resolution, whether it's show." he snys.

A Century of Film

Growing animated, he mentions the opening musical number of last year's Oscar ceremonies us an illuatration of his thinking. Pulling out a videotane of the show, he is easer most expensive opening number in highlighta 100 years of film in a sixminute montage of movie clips ac-companied by dancera performing first via satellite from a Poris the

ater and then in Los Ang Although it moy look effortless t wasn't. More than three months in the making, the segment, which filma, ia stunning in its technico complexity. As shots from Casa-blonca, Taxi Driver, Goodfellas. and other films whiz hy, the danc into the action on the screen behind them. "It's amazing, if I say so my-self," he says, looking contented.

For clues to what Mr. Cotes may accomplish as dean, watch that sea ment. It's an excellent example of a blurring of all three genres: live dancers becoming film on television. Saya Mr. Cates: "If anything io relevant to what I do of UCLA, it's

Scholarship

The scholarly battle over access to the Dead Sea Scrolls may now be over. A microfiche edition of the Dead Sea Scrolls will he published next fall in the Netherlands with the agreement of the Israel Antiquities Authority. Emnuel Toy of the Hebrew

University of Jerusalem, who heads the international team of schol now deciphering the scrolls, will edit oliotographs of the seroll fragments that have not yet been officially nublished

Last full the Biblical Archaeological Society in Washington published an unauthorized, two-volume edition of the photographs, which had been obtained from un undisclosed source, hut un Israeli court Inter issued an injunction that stopped distribution of the books. The forthcoming publication has the endorsement of Israeli authorities

Mr. Toy noted that the microfiche edition was intended to supplement, not replace, the continuing work of decimbering and publishing scholarly editions of the

"This is raw material," he said, "But the minute scholars have the raw material in hand, it is of great significance. Scholurs will now be able to examine the thousands of fragments we have and may in some cuses dispute how we have pieced them together or deciphered them.

hy E. J. Brill of Leiden and will cost \$285. The new edition will be published

A tour guide who occasionally used n small research teleacope at the iversity of Texas at Austin's McDonnid Observatory in his spare time has discovered a supernova, ur exploding star. In a galaxy 75

million light-years from Earth.
Bill Wren, a social worker by training who has conducted public tours at the observatory since 1990. made the discovery last month white using the observutory's 30-inch

Mr. Wren, an smateur nomer, had snent the past year scarching about 800 galaxies for supernovae on small research escopes at the observatory when they were not being used by lonni nstronomers. Those opportunities typically occurred on nights when moonlight observed the detailed and distant observations aceded by researchers. It was on such a night that Mr. Wren made his iscovery of the supernova.
The supernovn is located in Noc

5377, n spiral galaxy similar in structure to the Milky Way. Using n relescope, astronomers say the of the Big Dipper in the constellation

J. Craig Wheeler, a professor of astronomy at Austin, said, "As far as we can tell, Bill's supernova is nat une of the brightest onca, but that makes it more precious.

"li's more valuable." he added, because it's rare.

Technology Allows Engineers to Make Solid Objects From Computer Designs

Researchers say 'rapid prototyping' may lead to 'desk-top manufacturing'

By DAVID L. WHEELER

Engineers predict that un era uf "desktop manufacturing" will evolve from newly developed machines that quickly turn three-dimensional camputer graphics into solid objects.

Computer operators using the technology, now known as "three-dimensional rinting" or "rapid prototyping," cun use their keyboards to sculpt an object on their screens. Minutes later, they can hold u paper, plastic, or ceramic version of that

The technology was ariginally conceived to help engineers design products ranging from tools to cars. Rapid prototyping, engineers say, can shorten the time between a product's conception in a designer's mind and its execution on the fac-

You can check farm, fit, and function with a protatype in n matter of hours instend of waiting days or weeks," says William Biles, a professor of computer-aided engineering at the University of Louisville. Mr. Biles was commissioned by IBM Io

evaluate rapid-prototyping technologies. A handful of companies have introduced rapid-prototyping systems to the market. and university researchers are trying to Improve on those processes, racing to invent new ones, and developing new uses for the

The equipment has already helped physicians plan reconstructive facial surgery. alded mathematicians pondering topographien problems, and sasisted a golfclub manufacturer wha was designing a

Systems Are Expensive

"There's nothing like a physical model to give presence to a concept." says Norman F. Kinzie, an architect and inventor in Needham, Mass., wha holds a patent on a three-dimensional printing process. "There are limes when an image on a computer screen is just not good enough. You have to have a group of people handle

The rapid-prototyping systems on the market are expensive. Mr. Biles is shopping for a complete system. He says he expects to pay about \$500,000—not including computers.

The proprietary materinis used to make the prototypes in some processes are also expensive-\$100 a gallon for the liquid plastic used in one process.

Cynthia C. Jara-Almonte, an assistant professor of mechanical engineering al Clemson University and a researcher in the Intalligent Design and Rapid Prototyping Laboratory there, sees a cheaper allernative avolving

"I think rapid prototyping is going to

come out with a lower-cost output device-like a workstation or a laser printshe says. "It will sit next to nn engineer's desk and you can design a product. push a button, and get a 3-D output."

At the other end of the cost spectrum, Ms. Jara-Almonte snys, will be machines ble of producing a few hundred parts or making one-af-a-kind designs. One of her colleagues at Clemson hopes to use rapid prototyping to make replacements for damaged hip joints.

"The enrly role of rapid prototyping was 'touchy-feely'---to give nn artist or engineer something they could renet to," snys Saul Young, director of the Center for Advanced Manufacturing at the University of Daylon. "Now people want a real working

Most of the rapid prototyping processes are based on a relatively simple idea-that cut the paper away," says Mr. Weist by id prototyping in metal, the Camerella lon scientists say, will make it cours create functioning parts.

In the first stage of rapid prototyry, computer operator familiar with days mensional graphics programs design to object or part. Such programs way, he they usually offer the user a repetitive basic shapes, such as blocks, sohers, cones. The computer operator can dethen orient and combine themwhile was ing on a monitor.

Some Troublesome Stages

Once n designer is pleased with what be viewed on the computer screen, of commands must be added to specify h the object will be made late a solid shap The stages between the design and

'There are times when an image on a computer screen

is just not good enough. You have to have a group

of people handle something."

three-dimensional objects can be built up

"You decompase a three-dimensional problem into two-dimensional parts," snys Lee E. Weiss, a senior research scientist at Carnegie Mellon University's Engineering Design Research Center.

The processes used to make the luyers vary. In one, a luser traces the shape of each layer in a vat of resin that hardens when it is louched by the laser's light. Afler one layer is shaped, the object is dropped lower in the resin both and a wiper blade evens out a new layer of liquid resin on top of the previous layer. Then the laser traces out the shape of the next layer.

In another process developed at the University of Texas at Austin, a laser fuses wax, plastic, or metal powders that are rolled out in successive layers.

Recently Patented Process

At Chrinegie Mellon, a recently patented proceas builds up layers with sprayed metals. To begin the process, a laser cuts a stencil from a sheet of paper with two luyers, one of which can be peeled off from the other one. Then a robotic arm sprays an even layer of metal into the hole or holes formed by the stencil.

After that layer is sprayed, one paper layer is peeled off to remove metal that was sprayed beyond the prototype'a outline. One sheet of the two-layered paper remains after each step to support any overlanging features on the prototype.

"You build up n paper cocoon and then

printing stages have been trouble rapid-prototyping technology. At Care Mellon, Mr. Weiss says that in the pas hus sometimes takes weeks of e manths to write the programs needs translate u complex shape into the or mands that a machine uses to make ap

A designer or u computer program to determine how n prototype should be oriented during the layer-by-layer struction process. A cylinder, forcus can be more easily constructed if it standing apright and is made from a st of circles than if it lies on its side and layer must be different.

Orientation is also important to try avoid what rapid-prototype engineers the "stair-step effect"—the distrat terraces that can be seen when relain thick layers are used to create sh

The layering processes create one onal problem during manufacturis When the first layers of a feature that it out of an object-like the balcony of model of a house-are being made, the layers are usually so thin that they sale they are not supported.

That means that some sort of sape must be built under overhangs, and d puter programs or the object's deal have to plan for them. Suppor vered features is mare of a problem some prototyping methods than for other

Programming problems are being state somewhat as more computer popular

as use rapid prototyping technol

ing looks forward to halping

software operates in three dimensions in stead of two, creating mathematical repreestations of surfaces that would be invisi-He from the viewpoint of the person satching a computer monitor.

Smadard computer programs and "slicng algorithms, which break down graphit representations of objects into Inyers. have been devised to help ease the conver sion of shapes described in three-dimensignal software to finished objects. Inmadealy, those who write graphics programs are also planning for three-

At Clemson University, Larry Duoley, a professor of bioengineering, is using the increasing capabilities of three-dimensional graphics programs to help surgeons re-

Mr. Dooley has designed a computer regram that uses the information from Xrays to compare the size and shape of a national's hip joint with standard sizes of artificial replacements. Mr. Dooley is also planning for the day when he can help surcons use rapid-prototyping technology to ustamized bone implants.

Surface Texture and Color

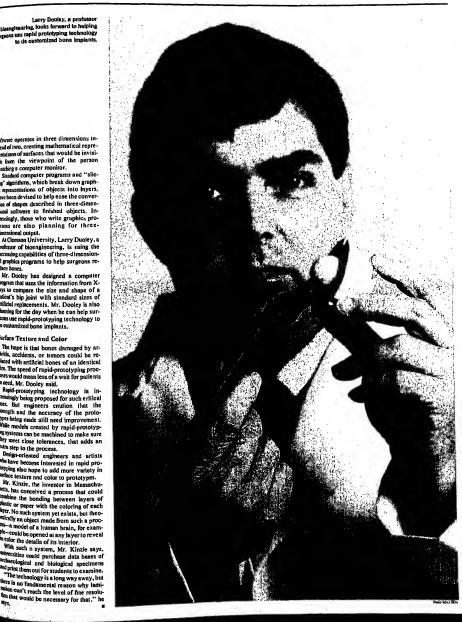
The hape is that bones damaged by arhritis, accidents, or tumors could be replaced with artificial bones of an identical size. The speed of rapid-protolyping procses would mean less of a wait for pallents in need, Mr. Dooley said.

Rapid-prototyping lechnology is inasingly being proposed for such erillcal uses. But engineers enution that the strength and the accuracy of the prototypes being made atill need improvement. While models created by rapid-prototyping systems can be machined to make sure they meet close tolerances, that adds an tra step to the process

Design-oriented engineers and artists Wan have become interested in rapid proolyping also hope to add more variety in surface texture and color to prototypes.

Mr. Kinzie, the inventor in Massachusetts, has conceived a process that could combine the bonding between layers of plastic or paper with the coloring of each layer. No such system yet exists, but theoretically an object made from such a proca model of a human brain, for example-could be opened at any layer to reveal in color the details of its interior.

With such n system, Mr. Kinzie says. inversities could purchase data bases of chaeological and blological specimens and print them out for students to examine. "The technology is a long way away, but here is no fundamental reason why lamition can't reach the level of fine resolu-



A leam of chemists at the Pennsylvania State University has discovered a new class of ball-shaped molecules with unique properties that, scien tists say, could lead to the developnient of new materials for use cleetronic devices, computer information storage, and pollution-control technologies.

Each of the molecules in this new class, called metallo-carbosists of t2 carbon and 8 titanium atoms arranged in a cage-like structure Researchers say the arrangement is unique, since no other combination of titanium and earhun moins has been found by scientists to be chemically sta

Details of the discovery were published in the March 13 issue of Science by a team of scientists nun. Jr., a professor of chemistry at Penn State.

Mr. Custleman said the structure of the molecules in the new class appeared much "like a hollow hall made of 12 sections shuned like pentagons and urstructure."

The researchers discovered the molecules while working on an experiment involving the reaction of metal stones and ione with organic molecules, some of which led to the formation of polymers. When they measured the products of the reactions on a mass spectrometer, on Instrument that identifies a material by determining the collective mass of its constituent atoms, they discovered they had created many copies of molecule containing litanium and

Mr. Castleman said the scientists knew immediately that the molecules were of a class that had not been seen before.

"We think the molecules represent on entirely new and broad. er class of molecular clusters that we expect to have unusual chemical and physical properties with many potential applications," he added

William Happer, director of the Office of Energy Research at the U.S. Department of Energy, which financed the research, said such "elusters may be useful for novel catalysis of chemical reactions, new electronic-materials applications, and possibly in modifying proteins in living organisms.

"Proflution control and mitigation and the production of new chemicals may also be areas of practical application of this new class of molecules," he said. 'The uniqueness and stability of the 'met-cars' mny niso lead to biological and environmental systems, such as in ecosystems and the atmosphere.

---KIM A. MCDONALD

Scientists have isolated r chemical in broccoli that they believe belos prevent cancer-

The researchers have also found a way to measure the amount of the chemical, sulforaRESEARCH NOTES

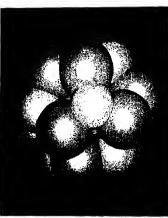
■ Chamists discover a new class of ball-shaped molaculas

■ Scientiste isolata an anti-cancar chemical in broccoli

■ Winds may have parted waters in biblical crossing of Rad Saa

■ Whites more likely than blacks to have coronary bypass surgary

■ Victorian wives maintained family's social status, scholar says



This computer modni of a metalio carbohadrena molacula shows the titantum atoma in grean and the carbon stoms in purple.

Hopkins Medical Institutions, and other researchers there reported their findings in the March 15 issue of the Proceedings of the

National Academy of Sciences. The Johns Hopkins scientists foraphane is n potent stimulator of cellular enzy mes that help the cells block the action of chemieals enpable of causing tumors. The scientists do not yet know if sulfaraphane can also help prevent the cancerous tumors that

can arise spontaneously in lissue. Epidemiologists have noticed that those who regularly eat vegetables, particularly cruciferous anes such as broccoli and Brussels aproiits, have lower cancer rates. But even after the latest finding, scientists are uncertain whether the chemicals, the vitamins, or the fiber in vegetables

confers the protective benefit. To find the protective chemienl, the scientists isolated all of the chemicals that make up broccoli and then tested the ability of ench one to make cells produce the protective enzymes.

-DAVIO L. WHEELER

. Two oceanographers bave me up with an explanation for the parting of the watern that enabled the Israelites to cross the Red Sea in the hibli. cal story of the Exodus.

For many years, historians, ar-

foods. Paul Tainlay, a professor have proposed theories of how of phurmncology at the Johns and where such an event could

The idea nut forth by the two scientists in the March issue of The Bulletin of the American Meteorological Society la the first, they said, to consider from the said they had established that sulraphy how the Red Sea could have parted, allowing the Israelites to escape from pursuing

In their article, Nathan Paldor and Doron Nof cantended that strong winds of 40 knots or greater, blowing for 10 hours, could have significantly dropped the sea level by pushing large amounts of water onto the shore-

line, exposing a large portion of the sen floor. Mr. Paldor is an associate professor of meteorology and physical oceanography at Hebrew University in Jerusalem and a visiting scholar at the University of Rhode Island. Mr. Nof is a professor of oceanography at Florida

State University. Mr. Paldor said their idea, which they term the "wind setdown" theory, not only explains the parting of the water, but the sudden return of the sea level. which, according to the biblion account, "covered the chariots ond the horsemen" from the Egyptian army.

"Our physical and mathematical anniyals shows that both valheight (about 10 feet) and with- Victorinn myth of thin "angel

(about our to two miles) are more than sufficient to cause the culamity that befull the Egyptians according to the hiblical description," Mr. Paldor suid. "Once the wind relaxes, the water nbruptly returns to its pre-wind position in the form of a gravity wave traveling at the speed of 10 knots, which can then flood can supplement Medicare. the entire receding distance in only four minutes-not leaving cnough time for the Egyptians to

The researchers noted that their theory is supported by the economic and political med wind that blew for the entire night before the crossing and the unusual geometry of the shoreline and bottom of the northern part of the Gulf of Suez.

Riblical scholars who have translated Hebrew texts of the book of Exodus believe the incident did not take place across the Red Sea, but at a marshy area nt the northern end of the Gulf of Suez known as the Sea of Reeds.

The two researchers soid thut part of the gulf has an underseo ridge that could have been used by the Israelites as a hridge, It olso has a very lurge scu-surface slope, over which the windwhipped water could have been pushed, giving the appearance. according to the biblical account, that "the waters were it will unto their left."

Whites are more apt to undergo coronnry-artery bypass aurgery than blacks, research-CIS SRV.

The operation is inlended to help patients who have heart muscles that are not getting a sufficient supply of blood.

Kenneth C. Goldberg, a professor of blostatistics and clinical



ues for the drop in the sea-surface "Wivas and Daughters" turns the phone, that is present in other chaeologists, and other scholars drawal distance for the water in the house" on the head.

epidemiology at the Medical Col-lege of Wisconsin, with colleagues from the Mayo Clinic and the Hesilth Care Figureing Administration, analyzed the records of all Medicare patients in the United States in 1986.

The rescarchers studied the rates of coronory-artery bypass surgery in each state and reponed their results in the March (8 issue of The Journal of the American Medical Association.

They found that about 40 out of every 100,000 white men had usdergone the operation, but only about 9 out of every 100,000 black men had done so. The scientist said that they were not sure why the difference existed, but that it might be due to physicians' preju-dice or a lack of insurance that -D.L.W.

Wives in Victorino house holds played the significus nequiring or maintaining the family's social status, savialit erature scholar at the University of Florida.

A key Victorian social myth that is often found in the novelsel the period, writes Elizabeth Langford in the March issue of PMLA, is that of the middle chess wife as the "angel in the house"-the moral and emotion al center of the household. From such a perspective, women are understood to be subservient to

Looking at the Victorian wom un's place from the point of view of class. Ms. Langford argues. turns the myth of the angel in the house on its head. While the middie-class husband earned the re sources to support the house hold, the wife managed those n them on their right hund, and an sources to maintain the family's status-a job that included not only deading with servants and other members of the lower class. hut also negotiating the family's own place in the class hierarchy. The Victorian woman's major, and very important, rele Ms. Langford says, consisted of

"class management."

That female role can be seen in various manifestations in the fiction of the period, Ms. Langford writes. In Charles Dickens's Devid Copperfield, for example, D vid marnes a woman, Dora Spenlow, who is manifestly incapab of "class management" and, as a result, the household's status it jeopardized.

By contrast, the character of Mrs. Gibson In Elizabeth Geskell's comic novel Wires and Daughters is expert at her task. In that novel, Mrs. Gibson is the second wife of n doctor-a position that, in Victorian soci carried an ambiguous social status-who has been trying, no very successfully, to raise daughter on his own. Mrs. Gibson manages not only to bring or der to her new household, partly by dismissing some of the old servants, but also to secure for her own daughter and her stepdaughter socially prestigious marriages.

-ELLEN K. COUGHLIN

NEW SCHOLARLY BOOKS

Compiled by NINA C. AYOUB
The following list has been compiled from information provided by to publishers. Prices and numbers of pages are sometimes approxigate. Some publishers offer discounts to acholers and to people she order to bulk.

YSOJOPOLOGY

The Beshman Myth: The Meking of a Nu-milian indenties, by Robert J. Gordon (Metrice Press, 304 pages; \$55). Identi-transconceptions about the celturo and

has the inferious, by Robert J. Corden Control Progressive Press, 200 popers; 553). Identification Press, 200 popers; 553, Identification Press, 200 popers and the inferious Press, 200 popers, 200 p

ARCHEROLOGY:

The Mights of Southweaters Agriculture, by E. G. Matton (University of Arizona Press, 750 pages, 750). Proposes a theory of the crisins of what is referred to us the Substanter II culture of the American

MT AND ARCHITECTURE

Market Market Street

he being a Recommon Native Plants, by R. C. Copper and R. C. Camble (Oxford University Press; 264 pages; 349,95). Contract Watership Press; 264 pages; 349,95). Contract Watership Press; 360 pages; 3 THE STATE OF STATE OF

hausig Chings for Competitive Bue-tes, by Andrew Fettlarev and Richard 1879. Used Blackwell; 304 pages; 1879. Used Blackwell; 304 pages; 1879. Used safa from four ledustrial stores to assemble how British compa-dis manase strategic change.

Most Outrovery A Study in Eigh-mo-Outrovery Propagated, by Robert Briche (Gresswood Press; 200 pages)

-year period from 1985 to 1991, thu

Magalapatia: Contemporary Cultural Ren-abilities, by Celesic Olsiquiaga (Univer-sity of Minnescal Press; 112 Dages; 534.95 hards over, \$12.95 paperback). Es-antes how personal experience is shaped by contemporary urban cultura.

545). A study of the Isin-century English periodical Political Controverse, which reprised essays along with editor samo-sellose, material from onlor problections, material from onlor models, or the control of the co

ORIMINAL JUSTICE Bosten's Lower Criminal Creats, 1814-1856, by Theodora Ferdinand (University of Delevans Prass, 240 pages; 135.50). Describes the modernization of the city's of Graphs to the city of Graphs and Control of Taylor and Control of Con

QULTURAL STUDIES

BOOMOMICS

Decognic Decline is Rettain: The Ship-building building, 1880-1870, by Ed-ward Loranz (Oxford University Press; 176 pages; 3461. Links the Industry's Ironbles to a lack of Irust between labor and measurement and management's set. Iroubles to a lack of Irus betwee a labor and management, and management's un-certainty over the seed for organizational reforms in the post-World Werl I era. The Economics of Prohibiting, by Mart Thornices (Iduversity) of Ulah Press; 194 pages, 335 hardcover, 315.95 pagerhaek). Draws on "Austriao School" economic todory in a study of the economic and acidal codescupaces of regrictions on draw and alcohol; proposes a free-market alternative.

FOLKLORE

The Indicating Person of Impassion Technological Intervalsion, by Childro Wassellows Sostione, and Tiphya Widayami Primer Publishers, Justificated by Columbia University Press, 200 pages: 5597. Discretes the Impassion Systems of Personal Property of Personal Pr

EDUCATION

The Teacher's Voices A Bootal History of Yeaching in Twentieth Century America, edited by Richard J. Altenbaugh Falmor Pross; 227 pages; 5221. Includes com-parative discussion of teachers' experi-ences in the South, West, oed Northwest, and in urban, rural, and small town set-

Listeeing to Old Veloce; folklore, Life Sto-rice, and the Elderly, by Patrick S. Mul-ice (University of Illinois Press: 312 pages: 530.95). Considers how elderly

only use excretelling and folk traditions people use atorytelling and not tradition to eagage others and pass on knowledge. West African Folhtade, by Jack litery, ed-ated by Richard A. Spears 1 Northwestero University Press; 229 pages; 524.95 hard-lower, \$13.95 paperback). Aenolated edi-tion of folk tales from Oheen. Niseria.

GEOGRAPHY

Andeas Ecology Adeptive Dynamics in Ec-tuador, by Gresory Krape Wexwiew Prass, 220 pages, 285-50, Prass, 220 pages, 285-50, Prass, 220 pages, 285-50, Prass, 285-50, Prass

OWOI DOW

Anotent Landforme, by C. D. Ollier (Pieter Publishers, distributed by Colembia Uni-versity Press; 240 pages; 559). Discusses Continued on Following Page

Choosing TDA investment options.

One on one.

Your employees can have the freedom to select their own retirement plan investment mix. With VALIC's for each of them, one on one

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The Independence Plus portfolio offers the diversity of nine mutual fund investment options and two highly competitive fixed rate aptions. With the high of a VALIC representation recommended the diversified with the position of the properties of t

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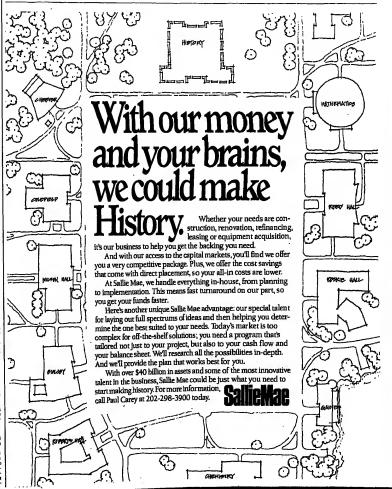
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Come July, three of the four California system will be led by women. Herma Hill Kay will take over

this sommer as dean of the law school at the University of California at Berkeley, Ms. Kay lun been a professor at the school since 1960. She replaces Jesse Choper, will remain on the law school's

ficelly, Ms, Kay will join two other schools in the system. Earlier this year, Ellen Rausen Jordan became dean of the law school on the Davis campus, and Susan Westerbe Proper has been dean of the law school on the Los Angeles cumping

The system's fourth law school, which is not connected to a cumous is Hustings College of the Law, in San Francisco, Frank T. Read is the

An official at the American Bar Association's legal-education division estimated that Ms. Kny's appointment will bring to 14 the number of wonten who are lawschool deans. There are 175 Anaaccredited law schools.

Law schools ut three institutions in North Curolina also are headed by wursen, although the three are not part of the same system. They are Dirke University, North Carolina Central University, and the University of North Chrolina at

A new collection of essays by some of academe's most avid proponents of multiculturnliam and other curricular reforms has

Julyersity Press.
The book, The Politics of Libera Education, is a compilation of neademic papers first presented m a conference in 1988 sponsored by Duke University and the University of North Carolina at

The conference was organized by Burbani Herrnstein Smith. it professor of companitive literature of Duke, and other scholars who felt that in the curriculum debates engulfing higher editention, the public was getting only one side of the story—the ervntive side.

Ms. Smith is eo-editor of the hook along with Dnrryl J. Gless, an associate professor of English at Chapel Hill.

The 305-page book contains 15 essnys by such people as Phyllis Franklin of the Modern Language Association and Righard Rorty of the University of Virginia. Befure being released in book form, the essays uppeared in the winter 1990 issue of Santh Atlanth: Quarterly.

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Personal & Professional

Stanford Appoints U. of Chicago Provost as President

Constitutional-law scholar will take office in September

PALO ALTO, CAL. Gerhard Casper, provost and professor of law at the University of Chicago, was named president of Stanford University hist week.

Stanford trustees hope the new president will help the university put behind it mure than a year of controversy and somdid over its management of federal rescurch unney.

The controversy eventually led Donnid Kennedy to announce that he would retire after 12 years as president.

At a press conference at Stanford last week, Mr. Kennedy called Mr. Casper's appointment "a stunning coup" for the university. The new president will take over on September 1, Mr. Kennedy plans to take a year-long subbation, during which he will teach courses on environmental issues to Stunford students purlicipating in a Wushington-based pro-

26 Years at the U. of Chicago

Mr. Cusper, n 54-yenr old, German-born scholar of constitutional law, has tuught at the University of Chicago for 26 years. He served as dean of the law school for eight years and has been provost since 1989. By nil accounts he has been extremely popular among professors and students there. His wife, Regina Casper, is a psychiatrist and a professor at the university.

In January, Mr. Casper innounced that he pinnned to resign as provosi to return to full-time teaching at the end of the current academic year.

He was among the finalists in Harvard University's presidential search last year. before Neil L. Rudenstine was selected Chicago's President Hanna H. Gray, who served on Harvard's search committee, snid in a sintement last week, "I know of no one better prepared to be a first-rate leader and spokesman, not only for Stan-Continued on Page A17



Garhard Caapar, who will take over at Stanford on Saptembar 1, was describad as "the right parson to load Stanford into the next cantury."



a valiant affort. But I don't think the faculty bolloves it will happen."

Syracuse Wants to Change Academic Ethos to Place Greater Emphasis on Teaching

uation policies, and more money to provide strong leachers with merit raises and grants. The hope is that more-nmhitinus chnnges will follow-broader definitions of what counts as scholarship, tenure decisions that favor strong teachers the way they iraditionally have fuvored strong scholars, and an emphasis on the quality rather than quantity of research.

A Mushrooming Effort

Those who support the effort-and not everybody here does—never expected it to grow as it has. But through a combination of chance, design, and good timing, what began as a modest year-long project has mushroomed into what is thought to he the most comprehensive effort yet to redefine

Can Syracuse pull it off?

Some professors here are deeply skeptical. They question whether Syracuse can change in a few years an academie ethos that began more than u century ago, when some American institutions, notably the Johns Hopkins University, began adopting the German model for research universities. Syracuse is taking on powerful academic disciplines, administrators with big appetites for research grants, and, most of

ull, widely held notions of prestige. What universities raid each other's faculties.pt skeptics nute, they don't do it because they want cutting-edge teachers.

"I think they're ninking a valuant d fort," says William D. Coplin, a public affairs professor who advises a stolet group called Undergraduates for a Belle Education. "But I don't think the facility believes it will happen."

Jack E. Graver, a mathematics profes sor, says: "We're uld-fashioned we be lieve in the teacher-scholar system. We've been duing that for years, and, I must say with a little bitterness, to our disadver-

Others here are more optimistic. They say Syracuse is slowly chipping sway at at ethus that prizes research most.

"I think there's now a cohort of deems and administrators who think the mores tum has built," says David M. Rubin, desa of the cummunications school.

The motivations behind Syracuse's efforts are both idealistic and pragmatic. Mr. Rubin and others say the private, 15,000 student university has no choice but to the what it is doing. It's in a financial cree faced with a potential \$38-million deficiand steep competition for students who can afford its rising tuition. Adminis



frankly admit that a reputation us a "sludent-centered research institution"that's the term used to describe Syracuse's Wy restructuring plan-will better notice tion the university for the future. For that reason, "our liming happened to be perfect," saya Robert M. Diamond, assistant ice-chancellor for instructional development and a co-director of the tenching proj-

Mupleced Emphasis on Research?

The project also coincides with II growing interest—at Syracuse and nationally improving undergraduate education. In the past year, many research universities. distered by criticism from students, legisbiors, and other critics, laive onnounced plans to examine their faculty-reward syskus, la addition, some comprehensive impuses those whose research and traduate programs are more limited, but which have adopted the same values as here elite research universities—are now aking whether their growing emphasis on research is misplaced

Aspecial committee at the University of California system recently issued a report calling for major changes in the way teaching is evaluated and rewarded. Rutgers irersity is using federal grant money to hise awareness among new professors about the need to balance teaching and research. And last month, Arizona State University's "Commission on the Place of Teaching in the University" released a and report urging the campus to adopt a weder definition of faculty scholarship, is recommended in a 1990 report issued by e Carnegie Foundation for the Advanceuses of Teaching.

The Carnegie report, "Scholarship Reansidered: Priorities of the Professorithe, is credited with putting the teachingresearch issue on the table nation by it called for a broader definition of facarch that would reward professors for Milities related to teaching, and not just

the discovery of new knowledge, traditionally the only kind of scholarship that counts for promotion.

Carnegie's president, Ernest L. Boyer, says the report has been one of his organization's best-sellers. More than 25 institutions, including Syracuse, have invited him to their entiruses to discuss it. "flic Issue of the role of the faculty and

the reward systom is being discussed more openly now than at any time since World Wur II," he contends. "The exciting news is not that everything's changing overnight, but that It's n legitimate topic to dis-

Al Symouse, the discussion began in the spring of 1989, when the university received a one-year, \$25,000 grant from the Sensy-Roebuck Foundation. Syracuse, which in the mid-1980's had

been harshly criticized by student groups upsel over leaching assistants who spoke poor English and over a lack of contact with professors, already had numerous programs under way to improve undergraduate education. The grant's purpose was to improve the perceived importance of teaching on the campus. The project's directors were-and still are-Mr. Diamond and Ronald R. Cavanagh, vice-president for undergraduate studies. Mr. Diamond is also director of the university's Center for Instructional Development, Its staff helps professors improve their curricula and leaching and works closely with Mr. Cavanagh, who considers the center academic green beret unit."

Ammunition From Survey

Once a campus wide advisory board was set up, the first slep was a survey to examine how professors, department heads, and deans viewed the relative importance of leaching and research. The results provided plenty of ammunition: They showed that while all three groups saw themselves as favoring a balance between leaching and research, they saw othors particularly tion of scholarly activity appropriate for their disciplines. That summer, 135 people attended a workshop on evaluating teach-

For years, the lack of national standards for judging teaching has been seen as a major obstacle in rewarding strong teachers. A proposal from the communications school, though, listed 21 possible criteria, ninging from surveying ulumni, to examining any textbooks or new courses designed by candidates, to looking at student-attrition rates. While professors will have flexihilly in choosing which criteria are used. the long list showed that student reviews weren't the only way to evaluate teaching.

The predect's third year saw more con crete change. Many departments and schouls completed teaching-evaluation plans, and some modified their tenure and promotion policies to make explicit their expectations. The heads of the foreign-language and religion departments, for example, say they now encourage professors to use a teaching portfolio-n collection of materiuls that document a professor's tenching ability. And many units, including the urchitecture school, now require stu dent evuluations of every course.

In a memo outlining its response to the teaching project. The economics department provided an economist's perspective complete with a discussion of incentives and a cost-henefit unulysis. Cooperating on the project, the memo said, would help both the department at hudget time und the primary "client," the students. But it also noted that "the market emphasizes acholarly output," and that the department "has a tradition of playing hord ball" during salary reviews.

Since the project began, the department has started to evaluate teaching more thoroughly and to tie merit raises to leaching evaluations, it has also established the post of undergraduate director.

Plenty of Obstacles

The teaching project is being wntched with interest outside Syracuse. The university is currently involved in several

"We're old-fashloned-we believe in the teacher-scholar

system. We've been doing that for years, and, I must say with a little bitterness, to our disadvantage."

ment heads from Syracuse's 14 autonomous schools. Participants were asked to develop plans to improve teaching and sugways the administration could help. In the fall, many units held faculty discussions on those Issues, and the administration announced a new grant program that would finance 58 innovntive-teaching proposals—at a cost of \$50,000—in its first

the central administration-as favoring re-

Some saw the results as evidence that

Syracuse had a large corps of "closel

leachers." Comments made by those sur-

veyed left little doubt about what the cam-

nus valued most. Wrote one professor: "I

hink that lip service is paid to undergradu-

ate teaching, but REWARDS (salary, promo-

And another: "I could point to a dozen

examples of how we honor 'good' research

(on a weekly basis even). We don't always

know or care if it's good. We care that it is

In the summer of 1989 s two-day confer-

ence drew more than 100 deons and depart-

licized and funded."

tion, leaves, etc.) are given for research,

Ry the time the Scors grant ran out in early 1990, Syracuse had decided to continue the effort on its own. But as a project report notes, the initial \$25,000 grant was the key, because it "onabled Syracuse to Implement some scrivities that would have had for less chance of being supported by the academic community if sponsored in-

In the project's second year, the advisory board asked all academic units to develon better standards for evaluating and rerding leaching, and to develop a definispinoff projects aimed at expanding its efforts to other compuses and encouraging learned sucjeties to develop broader stondards for research.

But the project still faces plenty of obstacles here. Some professors worry that it will subject funior professors, already under enormous pressure, lo even lougher standards. Some worry that the university will lose ground in scientific research. And some say that until students take learning seriously, the initiatives will be meaning-

Syracuse's new chancellor, Kenneth A. Shaw, addressed that point last month when he outlined the new restructuring plan. He called for a "student-centered culture" that would make Syracuse a national model, but also called upon students to change their culture, which, he said. "values social activities more than our prime reason for existence." (In Decem-

Continued on Following Pour

secondary Education, six mine

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The six, which participate

Another part of the project all

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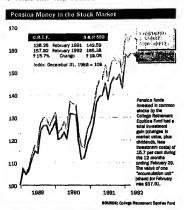
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The role of learned soil

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Amherst, and Michigan.

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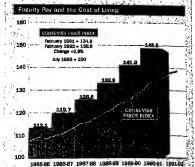


	Chief	Chief
Type of Institution by full-time-equivalent enrollment	offices	academic
Public		
Up to 2,012	\$78,980	\$58,227
2,013 to 4,498	89,444	70,103
4,499 to 10,743	98,000	82,272
10,744 or more	121,850	103,000
All	93.547	76.425

\$87,365	\$57,983
98,950	69,833
122,500	84,254
150,208	107,646
114,114	78,440
	98,950 122,500 160,208

Up to 848	\$62,601	\$46,800
649 to 1,106	80,000	55,740
1,107 to 1,933	94,580	82,672
1,934 of more	117,353	82,888
Atl	88,391	60,000





ladon of University Professors, U.S. Department of Labor

Syracuse Tries to Involve Others in Teaching-vs.-Research Debate

By CAROLYN J. MOONEY

Syracuse University recognizes that if it's going to change its faculty-reward system, it can't do it

Since 1989, when it began a project to provide more rewards for teaching. Syracuse has become involved in several related projects that are bringing the teaching-versus-research debate to other campuses and to learned societies.

Broader View of Scholarsbip

One project involves a national survey on how teaching and research are valued by different campus eroups. Another is encouraging six research universities to exnmine the role of teaching in their faculty-reward systems, much as Syracuse is doing. A third is asking learned societies to consider a broader view of what counts as scholarship. The projects are being conduct-

they would like. structional Development, Following is a summary of each.

The national survey. In 1989. SYRACUSE as part of its teaching project. Syracuse conducted a survey to examine how its professors, depurtment heads, and deans viewed he relative importance of teaching and research. The results showed that while euch group suw itself as favoring u balunce between teaching and rescurch, each saw the others-especially the central admin-

istration-as favoring research.

The following year, the instructional center received a Lilly Endowment grant to extend the survev to 47 research universities-33 public and 14 private institutions. Results of that survey provide additional evidence of a major perception gap. The results show that while many faculty members, department heads, deans, and administrators agreed on the need to balance teaching and research, they also agreed that the emphasis was shifting more toward research than

"The differences in the way respondents perecive the way the university is going and the way it

mine what kind of scholarship should go suggest that there is n most valued, directors of Syraserious conflict between the of use's teaching project decided it ture of the university and the c ses crucial to involve the learned ues of individuals," conclude ocicles in any discussion about port of the survey, "A Native elefiaing scholarship. Study of Research University More than 20 groups represent-On the Balance Between Resear

ing disciplines ranging from busiund Undergraduate Teaching." ness to history have agreed to par-Professors also perceived or actipate in a project aimed at doing tral administrators as favoring a esacily that. The project is being search, while administrators sa sonsored both by the Fund for the themselves as favoring leaching inprovement of Postsecondury Efforts on other campuses, Education and the Lilly Endowpart of a project financed by &

Personal & Professional

Fund for the Improvement of Pa In 1990 the Carnegie Foundation for the Advancement of Teaching tics are examining ways to engl sued a report that recommended that scholarship be defined as hav-They are Carnegie Mellon, North ing four components: the discovtics and the Universities of Call of knowledge, the application of knowledge, and the teaching of knowledge. Traditionally, the discovery of new knowledge has been the survey described above, her the only type that counts at promobegun discussions of ways to in non and raise time. prove and better reward teating

The Carnegie recommendation his since been widely discussed in scademe, Organizers of the project hope the learned societies will der definitions of scholwhile they will lead to changes in the way decisions about tenure, on, and raises are made.

Some of the enrly letters from the societies expressed strong interest. The American Socialogical Association, for example, noted that many of its members felt teaching was "soft" and therefore hard to measure. But suciologists could give it a try, the letter said. noting that "we measure ulienstion, urban decay, murital happiness, and the underclass."

Atneonference held last full, the

Some observers have noted the lrony of asking

the very groups that set the current standards

or scholarship to lead

them, project organizers say.

in reform efforts.

articipating learned societies weed to appoint special puncls to examine ways to redefine scholarshipin each discipline. A panel repesenting the American Historical

ciation has since developed a end document that used the defideni. itions proposed in the Carnegie report. It lists textbooks and newsletters, papers given at conferences, and museum exhibitions as cholarly activities related to the traffests of knowledge. Activities risted to the application of knowledge include historic preservation, burnal editing, and participation in tale humanities councils. Activities related to *teaching* include stu-

dent advising, development of course materials, and projects with etementary and secondary schools. Some observers have noted the irony of asking the very groups that set the current standards for schol-arship to lead in reform efforts. But Professors who defended the

change cannot take place without Por more information on the rojects, contact the Center for Inpagets, contact the Center for in-fractional Development, Syra-tice University, III Waverly Ave-nie, Suite 220, Syracuse, New York 13244; (315) 443-4571.

Stanford Picks U. of Chicago Provost as President In a statement, James C. federed government by more than

ford University, but for higher education in this country more generof Trustees, culled Mr. Cusper "the right person to lead Stanford Professors at Stanford also apinto the next century.

plauded the appointment. John B. Shoven, an econumics professor When Mr. Kennedy announced his resignation, he said he was and a member of the search comstepping down to allow the univermittee, said Mr. Casper had made sity to move beyond the controverclear that he plans to continue his sy over its use of federal funds predecessor's push to improve unmeant to pay the indirect costs of But when Mr. Casper takes 'Enthosiasm' and 'Optimism

over, Stanford will still be faced with Congressional and federal Mr. Shoven also believed the scrutiny of its charges fur research ford beyond the controversy of the costs, and he will have some other. unrelated controversies to deal with. Stanford has been criticized mism that we frankly haven't had for its handling of budget cutin the last couple of years here," he throughout the university and for allegations of widespread sexual Stanford has just cumpleted a harassment in its medical school.

five-year fund-raising campaign, As recently as January, a Defense Department audit contended that Stanford had overchurged the

Gaither, head of Stunford's Board \$200-million in the 1980's for the wethead costs of research.

Mr. Casper is familiar with the connoversy, the University of Chicago also has been questioned by federal auditors shout its hilling for indirect research costs, which Mr. Casper mentioned at the press reached later for comment

During the press cunference, Mr. Cosner suid he believed some of Stanford's troubles, and those of other universities being investigat ed, had to do with the "vast complexities" of the reporting procedures and forms, which he said were "difficult to interpret."

Examined Budget Problems

Bill Murphy, a spokesman for the University of Chicago, said that while Mr. Casper had formed an advisory panel to deal with the tion of the rules," he said, university's budget problems, he

had not been responsible for overseeing its billing of research costs. Mr. Murphy said the federal govwas questioning Clucago about \$180,000 that the university had billed the government annually for four years to cover some of the costs of a compus computer sys-

Last week, an aide to the House Energy and and Commerce Subcommittee on Oversight and Invesligations, said: "It's interesting here he is coming in to buil out the situation at Stanford and he had problems in Chicago." He added, however, that Chicago's charges 'pale in comparison to Stan-

John M. Lillie, a trustee who was chairman of Stanford's presidential-scareh committee, called the comment "ridiculous." He added that most of Chicago's problems. and Stanford's, were accounting errors, "Stanford's indirect-cost issues are mainly in the interpreta-

—COURTNEY LEATHERMAN

Syracuse Wants to Place More Emphasis on Teaching

Canthined From Preceding Page ber, one professor here who was fed up with that culture abruptly ended a large lecture class-after most students said they hadn't done the required reading-and bought n \$111 newspaper advertisement to express his disgust.)

Perhaps the biggest question is whether the efforts here will make a difference at promotion time.

Almost everyone interviewed agreed that an outstanding teacher with a poor publishing record should not receive lenure. But there was far less consensus about an outstanding teacher who is an average or fair scholar

Some here contend that the proiect has already resulted in nt least one live body-a scholar who received tenure last year but might not have done so several years ago

That scholar is Jerry Evensky, now an associate professor of economics. Even with the teaching initiatives outlined by his depart ment, Mr. Evensky knew his case would be close. He had a repulation as an excellent teacher who had published highly readable textbooks. The issue was not even whether he was an active scholar: it was whether the type of scholar nhlp he did-on the history of economic thought and on ethics and economics—was valued by a department that stressed applied re-

In the end, Mr. Evensky did get James Follain, the departmen

chairman, says it would be unfair to portray the case as a litmus test on the teaching-versus-research issue, Bul to others, a decision not to grant tenure to Mr. Evensky would have been disastrous for a university that was preaching teaching. Amang them was Christopher M. LaVallee, a senior economics major who says Mr. Eveasky's repu-

associate dean of the school of tation was the main reason he first took nn economies course. He recalls how Mr. Evensky stood before a large class one day, popping MAM's into his mouth and inter explaining that he had netually been

ishing murginal utility. "To have lost the Evensky cnse," snys Robert D. McClure, teuching business."

lic affuirs, "would have men ing nearly everything." As for Mr. Evensky, nor

partment's undergraduate d tor, he says: "My teaching helps illustrating the concept of diminand it wouldn't have help enough three years ago.

"I think they're buying in

Critics Say Faculty-Reward System Discounts the Importance of Service

Just as a movement to pro- promotion and raises. The vide more rewards for college teaching is building up steum. some observers are pointing to another deficiency in the facully-reward system-its failure to ecognize professors' so-culled service activities

Such activities might include serving in the faculty senate or on a curriculum-review panel. or organizing an academic con-

In January, the National Association of State Universities and Land-Grant Colleges invited representatives of more than a dozen learned societies to discuss the issue at a conference in

Three Criteria

In a statement released at the conference, participants acknowledged that "although the disciplines and institutions expect such activities, they often fail to encourage and recognize them." They agreed to have their societies discuss ways to better evaluate and reward service activities

Traditionally, service to the campua and community has been one of three criteria used to evaluate faculty members for

ers are teaching and research Institutions that expect the

professors to conduct result might weight those three cus-in theory, at least-lit this: Teaching and scholars woold each count 40 per ce and service would count 20 p cent. In fact, Junior profes at research universities are n tinely told to forget about set ice activities if they want uchieve tenure, and to disti guish themselves through the scholarship. One conseque has been that service schri have generally been left to more

senior professors. Among those working on th project is Nevia C. Brown, rector of the national con ence on school/college collect ration at the American Assoc tion for Higher Education.

Mr. Brown thinks the time right to provide better rem for service activities. "United sities and their faculties," is says. "are increasingly being looked at as resources for help ing society deal with lots of ex-ternal problems."

Participants in the project plan to meet again in Just.
—CAROLYN J. MODRES

When it comes to new employee benefits. the only thing we're asking you to spend is the next 30 seconds.

or I would be successful." Threats From Alumni The search prompted letter-writ-

Continued From Page A14

dergraduate tenching.

new president would move Stan

past year. "There's an enthusiasm

about his appointment and an onti-

suid in a telephone interview.

raising \$1,25-billion. Its goal

Troubled Search

for New President

San Jose State University Inst.

week scrapped its presidential

search which has been marked by

bitter campus politics. after its

Ruth Leventhal, provost at

Pennsylvania State University at

Harrisburg, cited the controvers

over the scurch, the state's budge

woes, and the \$120,000 annual sal

'As I looked at the possibility of

being able to hit the ground running

at a time of scrious budget can-

cerns, I felt I needed the full support of the system, the fuculty, and

the eninminity," Ms. Leventhal

said in a telephone interview. "The

process involved so much conter

tion, I was concerned about wheth

as reasons for her decision.

choice for the past withdrew.

SAN JOSE, CAL

San Jose State Drops

ing cumpaigns and threats from Blumni that they would cut off their support if the search were no scrapped. J. Handel Evana, will now continue as interim presi-

Ms. Leventhal was among six finalists for the job-three women. two white and one Asian; and three men, one Hispanic, one white, and one black. Some professors and alomni said that the diversity of the pool indicated that a quota had been set. "Had everyone been chosen on the basis of merit and talent, there would not have been that great diversity," said Alan B. Simpkins, a wealthy alumnus.

Some critics said the finalists were onqualified to take on the job because they lacked experience running a large university.

process said much of the criticism was racist and sexist. Bobbye Gorenberg, head of the academic senate and a member of the search eommittee, said a vocal minority had opposed the process. "They have a vision of San Jose State as it was in the 50's and 60's," she said. -COUNTNEY LEATHERMAN

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The information age will no arrive until technology become easier to use, according to Mitchell Kapor, president of the Electronic Frontier Foundation. which works to influence public

policy on computer technology. Computers are still enormously difficult to use," he told librarians und other information specialists at a meeting of the Federal Library and Information Center Committee in Washington lest week.

'We've made tremendous strides in the past 15 years in making more nowerful machines and in making them chapper and smidler and able to move hits from Point A However, said Mr. Kunor, who designed the popular spreadsheet program "Lotus 1-2-3," "we have not seen a corresponding improvement in the tools we use to necess information or in the methods we use for storing, indexing, and retrieving information. We're still in the infancy of the technology era."

Mr. Kupor speculated that people alive today will probably not sec the information age in its maturity. "The print media did no rench maturity anytime soon after Gutenberg," he said. "The Gutenberg book was renlly a manuscript In a new form with

movable type."
It took a century for the bouk to become a mass medium. Mr. Kupor suid. "We are going through that same evolution today with

Those who are considering new policies for informatio new policies for information technology ahould take "cyberspace" aerioualy, even though the concept may be difficult to understand, Mr. Kapor told the

librarians.
"When I'm asked to give a definition, I say cyberspaca is the place two people are when they are tniking on the telephone." he sain There is the shared experience of being on the phone with somebody that is absolutely not the same as a physical presence. Yet, it's not a otally abstract experience,

According to Mr. Kapor, "Cyberspace is experienced by tens of millions of people today who use electronic mail, bulletin-board systems, and the Internet.

The current debate over the copyright of information in electronic form is more over commercial ownership than over intellectual matters, Mr. Kapor

"It is clear that vested interests ore trying to use the existing copyright and patent framaworks to exert control over the use of ideas that are originated by Individuals.

*Paradoxically, the software designers themselves favor the most liberal interpretations of intellectual-property inws to encourage borrowing.

Information Technology



John R. Jungek, BioQUEST's director: "If students are to understand how biologists think, they must have opportunities to experience science from the point of view of a practicing biologist.

Teaching Students to Think Like Scientists

Software enables experiments to be conducted that would be impossible in a laboratory

By BEVERLY T. WATKINS

RELOIT, WIS. The biology student must decide how to create a pond, stock it with bass for fishermen, and keep its ecological system balanced. Help lies in a simulation colled "Environmental Decision Moking," part of the new Bioquest collection.

The collection of texts and softwore is n product of six years of work by a consortium of science educators at Beloit College here. The programs are based on the theory that the best woy to learn science is to do science. The simulations, which were developed by teams of academics and computer programmers from around the country, let students conduct scientific experiments that would be impossible other-

Complex Statistical Analyses

To create a pond, for instance, a student uses a computer mouse to select "Pond Worksheet" from a menu. A "plotter," which helps to calculate changes in the pond's bolance, appears in the upper right hand corner of the screen. Next, the student selects "sunlight" and "pond life," putting them on the screen. Then, using the mouse, the student draws a line connecting the sunlight to the pond life and the pond life to the plotter. (See sequence on opposite page.)

A laboratory manual explains that energy from the sun promotes the growth of plants and organisms in the pond, and tho these ore consumed by fish. The pond system is balanced when the rate of produc-

tion equals the rate of consumption. To calculate the number of days necessary to ochieve a balance, the student types data into the computer-kiloculories of sunlight and weight of pond biomass. The cumputer displays the unswer us a graph.

The student thus learns to create a balanced system by adding compunentssunfish, bass, and n fisherman-une at n time and colculating the days the pond needs between each change to attnin equi-

"If students are to understand how biologists think, they must hove opportunitles to experience science from the point of view of a practicing biologist," says John R. Jungck, chairman of Beloit's biology department and director of the Bioquest

With computer simulations, he says, students can perform experiments that are impossible in the laboratory and complete complex statistical analyses in a short time. "The computer is a catalyst for curricular transformation."

Bioquest, which is the acronym of "Quality Undergraduate Educational Simulations and Tools in Biology," reflects a national effort to reform science education. Educators at all academic levels are being urged to stop presenting science os facts and teach it as a process for creating scientific knowledge, "The Liberal Art of Science: Agenda for Action," a report issued in 1990 by the American Association for the Advancement of Science, sums up the view: "Science should be taught as it is practiced at its best.*

The Bioquest project is unusudin its programs reflect an educational plan

There is lots of biology software a there. Some of it even has bits and pice of what Hiogous r is doing," says Pale A. Marsteller, an ussistant professor di ology at Emory University. "Hosest there are few programs that employ is lations similar to the Bioquest male!

17 Programs for Biology Courses

Ms. Marsteller, who has tested the QUEST programs and compared them sal other software, says, "Integration of it whole package is unique to edecate

The Bioquest project started at Be in 1986 as a cunsortium of 12 science of cators und computer programs held similar ideas about teaching science Tuday the group includes 32 member from 15 two- and four-year institute

Using Apple Macintosh computer consortium has produced 17 programs to both introductory and advanced basely courses. The programs fall into four parts areas: biochemistry and hiotechnology ecology and evolution, genetics,

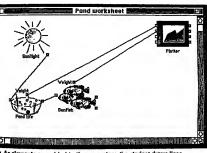
Since its beginning, the consuming followed a lengthy testing procedure.

1989-90, team members conducted particles.

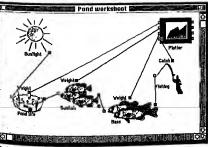
6 di tests on the first simulations to fix "bugs." Then they ran a second sel at tests, called "beta tests." In 1999 91. St. ence professors at about 50 institut



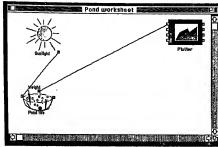
KEEPING AN ECOSYSTEM IN BALANCE: A SIMULATION THAT TEACHES **ENVIRONMENTAL DECISION MAKING**



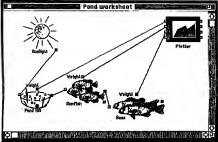
2 As elements ere added to the ecosystem, the student drews lines to connect the elements to each other end to the plotter



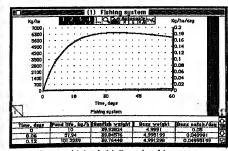
After stocking the pond with fish, the student sdds a finel element to the environmental simulation: e fisherman.



A student uses the "Pond Worksheet" to add elements to the pond system "Plotter" et upper right calculetas changes In the anvironmental beisnce.



3 The student adds more elements as pert of the demonstration of what heppens to the environmental balence when fish set alents and organizations. tal balence when fish eet plants end organisms



5 The student enters data to esiculate the number of days necessery to achieve a belance. The computer displays the answer as a graph.

in the contract of the second

nciuding research universities, liberal-arts colleges, community colleges, and a few high schools, used the programs in their classes in field tests.

The Three P'a of Science'

"Developers have to be committed to loing through a cycle of testing and not just is moving things out the door," Mr. lungck says. "Your last line of computer code is really just the beginning."

In 1987 the Annenberg/cra Project gave Bioquest about \$470,000 to develop software. In return, the consortium agreed to stay together through August 1999 so its software would be available to users. The consortium, which also has an office at the University of Wisconsin ot Madison, is working on a contract with the University of Maryland's Academic Software Development Group to publish the collection.

The philosophy behind Bioquest mir-

rors the scientific method, in which a researcher makes observations, develops hypotheses, conducts experiments, drows conclusions, and shares findings with colleagues. These, according to Mr. Jungek, are "the three P's of scienceproblem posing, problem solving, and per-

"Problem posing is the Important part, because you raise new questions and that affects your research design," he snys.

"Students have to leurn that they can stand in the field or the laboratory forever and no problems will come to them preposed. You have to frame them."

After they have identified a problem. Mr. Jungck snys, students need to engage in "open-ended problem solving." Real scientific problems do not have unswers in the back of the book, he soys. The scientist considers competing hypotheses and



Software Teaches Students to Think Like Scientists

draws interences, but usually dues

"Problem solving is a long-term dents engaged. The problem has to be sufficiently complex so students do not have a hammer and the lation on the computer screen do whole world is a nail. It has to have contextual richness."

When Are We Done

At this point, he says, "students frequently ask. When are we dune? When you run out of grant money? When you run out of questions: When you really solve the proh-

Research is not complete until other scientists are convinced of its value, Mr. Jungek explains, "Students need to experience peer review as a professional activity and write journal-style manuscripts that are reviewed by other students and instructors," he says, "No

vince your neers."

The Bioguest approach tends to put the professor in the background. According to Mr. Jungck, students clustered around a simunot seek the teacher. "The communication is mostly 'You can't du that. You're crazy. Where'd you come up with that idea? What should we do next? How do we know we're done?" " he says.

Science professors are of several minds about using the Biuquest software. Some praise the simulations for letting students da experiments that they could never da in the luboratory such as producing thousands of generations of fruit flies. But others say simulations give students an unrealistic view of scientific research.

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Continued From Preceding Page matter what your experience, you perments with the computer. You are not doing science until you cun-

With simulations, she says, "you can put more emphasis un au-

"The communication is mostly 'You can't do that. You're crazy. Where'd

you come up with that Idea? How do we know

we're done?' "

regular class, because you can get large sets of data."

While she feels "very pusitive about the programs," says Jan R. Serie, an associate professor of bi-Emory's Ms. Marsteller says: plogy at Macalester College, "uny You can do long-term kinds of ex- camputer simulation will give stu-

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dents an overly optimistic sense of what science really is."
"Flies do die." says Ms. Serie,

why tested a Bioquest simulation called "Genetics Cunstruction Kit" in a molecular-biology course. "You don't always have lab materials available. You would alyzing patterns than you can in a have to use a computer simulation conjunction with a lot of 'wet lahs' so students would see what really happens.

Elisabeth C. Odum, a hiology instructor at Santa Fe Community College in Florida, says: "I would not want the computer to take over from dissections and seeing real nals and plants. It would be a real mistake if we had nothing but

Adds Ms. Odum, who helped to develop "Environmental Decision Making": "I use computer progrums in two biology labs, but in the other 10. I have animuls. plants, and microscopes."

Some faculty members who have experimented with Bio- gy, molecular modeling, and se QUEST's "three P's" approach crit-

icized it us burdensume, My Sen

says.
"It is really labor intensive to faculty to do investigative lab an hig introductory classes," she cor timies. "It's easier to do a lector and a lab out of the recipe book

Not for Everybody

From her uwn experience, ske says, "it's true that if you cappe students in intellectual inquiry, a you do with Bioquest, they will be in your office all the time."

Mr. Jungek acknowledges the Bioquest is not for everybody "Bioquest enables those teacher with an interest is exploring so ence with their students to do sa."

By 1994, Mr. Jungck says, le would like Bioquest to have abou 30 computer programs is a bread eross section of the biological sciences. Development teams are al ready planning additional pro-grams, including some in biologic image analysis, botany, cell histo-

Programs by Biology Consortium to Be Published on Compact Disk

The new Bioquest software collection is expected to be published early this summer on II CD-ROM-u compact disk that stores informution in digital form.

The publisher, the Acudemic Software Development Group at the University of Muryland, expects the compact disk to include the eight completed BioQUEST progrums and nine others that are in various stuges of development. The Bioquest consortium and Acndemie Software are working on details of the publishing contract.

The eight completed programs

Introduction to BioQUEST. Expluins Bioquest's three-step upprouch to seignee education. which requires students to pose a problem, solve it, and persunde their peers of the vulidity of their findings-by John R. Jungck, professor of biology at Heloit College; James H. Stewart, professor of science education at the University of Wisconsin at Madison: and Nils S. Peterson, member of the Depurtment of Biology and Preclinical Medicine at the University of St.

Andrews in Scotland. Blota. Simulntes the population dynamics of biological species, such as predators, competitors, parasites, symbiotes, and moreby a team at the University of Chicago with John Kruper, director of ademic computing for the biological sciences; James Danbury and Eric Nelson, programmers for aca-demic and public computing; William Sterner, manager of research and instructional technology; and William Wimsatt, professor of conceptual foundations of science; and Benjamin Jones, senior program-

mer in biology at Beloit College.
Blometrics. Explains how to choose a statistical test, based on the type of hypothesis and data available—by Daniel Hornbach. associate professor of biology at Macalester College.

Cardiovascular Construction Kit. Lets students construct hearts and circulatory systems and examine their behavior-by Sarah

Douglus, associate professor di computer and information science mul Daniel Udovie, associate pe fessor of biology, ut the University of Oregon; and Mr. Peterson.

Data Collection and Organ zation. Expluins how to use a spreadsheet and graphics to eplore duty, using as examples sa of evolutionary data—by Fas Price, associate director of sodemic computing at Hamilton Co

Environmental Decision Making, Lets students explantiological and social issues aim hy changes in ecosystems, using grassland, a forest, and a pond-Elisabeth C. Odum, professor nutural sciences at Santa Fe Con manity College in Florida; House T. Odum, graduate-research pri fessor in environmental-ene ing sciences ut the University of Florida: and Mr. Peterson.

Genetics Construction E Simulates the transmission and fruit flies of such Mendelian grad ic phenomena as simple desi nanec, co-dominance, sex linkage autosomal linkage, and multiple Icles-by John N. Calley, a grade ate student at the University of An

zona, and Mr. Jungck. Sequence Itl Simulates the mary and secondary structure of protein molecule, using acid and base hydrolyses, enzymatic at chemical digestions, hydrechol sis, carboxypeptidase, and moreby Alan Place, associate pro and Thomas Schmidt, research sistant, at the University of Mary land's Center for Marine Biotech

nology.

The first compact disk, and amination copy, is expected to cost under \$100. When the publication date is selected. Academic Software will anaounce the fast price and details about and

For more information, contact the Academic Software Development Group, University of Mar-land, College Park, Md. 2076. (301) 405-7600; ASDG@UMDB.BI -BEVERLY T. WATER NET.

TEACHING WITH TECHNOLOGY

- Multimedia tutorial helps students identify tree species
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but also mare effective than videu

courses, in which students watch

the screen passively. With the

computer, students interact freely

with Mr. Johnston and their class-

mates by sending messages over

For instance, a student who does

not understand a particular prob-

lem might ask a question over the

network. Other students could

jump in und explain the prablem.

the network.

Researchers at the University of Illicois at Urbana-Champaign are developing a multi-medis tutorial to help forestry students identify tree apecies. The tutorial, which its develop-

ers hope to use in the classroom next fall, will allow students to focus on certain tree types or coosystems, such as northern conferous forests. Video images will show how trees look in various locations and how they change with the sensons. Students will also be able to tench keys to call up information

on tree physiology, ecology, and "This tutorial is fun to use, and think it helps students renlize that just as they recognize people by oticine certain features, it's possi he to do the same with trees, says John M. Edgington, senior re-

garch specialist in forestry.

Mr. Edgington says students ofen feel inundated by the material semester. Students in dendrology dasses must learn to identify more than 600 tree species common le North Americs by studying such characteristics as bark, buds, flowers, frait, leaves, und twigs.

The tutorial will let student work at their own pace, reviewing problem areas and testing skills.

For more information, contact Mr. Edgington. Department of Forestry, University of Illinois. 1301 West Gregory Drive, Urhana, 10.61801: (217) 333-1884

-KATHERINE S. MANGA

High-school students from four states are enrolled in an ad vaced-physics course taught on a computer by a researcher

Technolagy. George L. Johnston, a rescurch scientist at the institute's Plasma Fusion Center, is offering the class inchaos theory to give high-school students more challenging work han their school districts can afford. This semester about 70 students are enrolled, many of them from rural towns in Colorado, Indima, Montana, and Wyoming.

"Like everyone else in the coun-ty, I knew there was a problem in with and science education," Mr Johnston says. "I thought about he resources I would have liked when I was m school, and thought there must be many people out there who feel the same way." To offer the course, Mr. John-

ton teamed up with Dave Hughes, who operates a telecommunitions company in Colorado. Mr. Johnston types his lectures on his personal computer and sends them wer a national network that links university computers. The lessons are transmitted to Mr. Hughes's office and made available to students arough electronic bulletin boards around the country. The students tead the lectures, work on prob-lens, and ask questions, which Mr. ohaston answers electronically. Mr. Hughes believes the com

The students are graded by teach ers wha oversee the class. Far more information, contact

Mr. Johnstan, Plasma Fusion Center, Massachusetts tastitute of password on the screen, which Technology, NW16-236, Cambridge, Mass. 02139; (617) 253-8652; OLI@NERUS.Pre.MIT.EOU. adjoining roum. To choose equip-ment, the professor touches graph-

Carnegie Mellon University

room into a high-tech facility for fuenity members who know nothing about technology.

The new multimedia room, beeated in the College of Fine Arts. has a motor-driven lectern that houses a display screen, a mon-tor, a computer keyboard, and a mouse. The lectern, which moves along a 15-foot arc, can be used nearly anywhere in the room.

To activate the classroom's electronic system, a prufessor enters a sends a signal to equipment in an ieal commands un the screen. which resembles that of an unto-

"By touching the video button. has turned a traditional class the lights dim, a 14-foot-wide

screen comes down, and the dom to the equipment room is taised. Pressing the play button will start a video playing in stereo," says Gregg Mathis, associate director of computing and media, who helped design the room. "Our ideal is intuitive operation by users.

The classroom has a floor-toceiling black curtain for professors equipment room has a computer. andio and video cussette recorders, compact-disk and videodisk players, video and film projectors.

Fur more information, cuntuc Mathis. Academic Computing and Media Carnevic Mellon Uni versity, 5000 Forbes Avenue. Pittsburgh 15213; (412) 268-2430,

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Seaurity systems. "SecureKey," for access to lock and key records, she access to lock sim key receipts, snows relationship of specific keys, key-holders, and doar-lock core numbers; generates reports and receipts; \$200, Contact; Management Systems Corporation, 200 Tech Center Drive, Koox-ville, Teno. 37912; (800) 627-6779 or (615) 689-1160.

(615) 899-1160. Unitities, "for Apple Mac-linton, Multimedia tool lets users ere-ste presentations that incorporate asi-ste presentations that incorporate asi-nated play them back; imports presents-tions from other software; lets users jump forward or backward, pause, or black out the screen; \$175. Contact: Meyer Software, 616 Conthonnial 3890, Estone, Pa. 19940; (215) 675-

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THE CHRONICLE OF HIGHER EDUCATION

Section 2

March 25, 1992

OPINION

Avoiding Egyptocentric Pseudoscience: Colleges Must Help Set Standards for Schools

By Bernurd Ortiz de Montellano EVERAL EQUICATION REPORTS, including "Science for All Americans" published by the National Council on Science and Technology Education, have concluded that our nation is falling behind its technological competitors. Technologic cal innovation, which we need to compete Internationally, requires large numbers of well-trained scientists and engineers Modern manufacturing techniques require workers with increasing amounts of scientific knowledge and mathematical capabil-

Both of these inbor pools are threatened by rampnni scientific illiteracy. Our future supply of scientists and engineers muy be particularly endangered because most new entrants into the work force in the coming decades will be women and members o minority groups, who are much less likely than white males to pursue cureers in sci-

Reforms in the teaching of science, including more "lands on" experiences and more-thorough coverage of basic concepts instead of teaching a large volume of un connected facts, will benefit all children. But changes in science teaching are partieularly needed in elementary schools to increase the participation of minorities in science. We know that people who choose science curects usually become committed

in the eurly grades; we also know that minority children start to full behind whites in mastery of scientific concepts and mathe-

matical skills as early us the fourth grade li is unfortunate, then, that the "Almcentric" science materials recently adopted by several large, urban school districts will diminish even further the number of minority-group members prepared in pursue scientific carcers. If widely taught, these materials will not only sap the ubility of our students to think critically but also will increase scientific illiteracy in the cities where they have been adopted. University scientists largely have ignored this problem, but that must not continue.

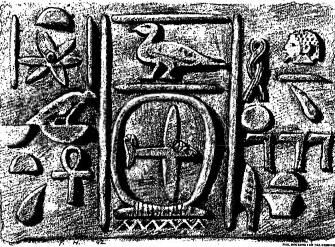
The most widely disseminated "Afrocentric" science material is the Portland (Ore.1 "African-American Baseline Essays," a series of short articles on science, social science, music, mathematics, art, and language uris. The essays are designed primarily for grade-school teachers to use es a resource outlining the contributions of Africans and African Americana to knowledge in these subjects. The essays have been ndopted na source material by school systems in Atlanta, Detroit, and Fort Lauderdale, among other cities, and are being used as a model by many other districts ncross the country.

Asa Hilllard, a professor of education at Georgia State University, conceived the

idea of the essays when he served as a consultant to the Portland school district. He commissioned several different authors to write them. The "Science Baseline Essay" was written by Hunter Unvelin Adams, whom the essay identifies us a research scientist at Argonne National Laboratory. In fact, Mr. Adams is an industrial-hygique technician with a highschool education who does no research at Argonne, according to David Baurac, director of public information there. Furthermore, the "science" that the essay describes is pseudoscience—a farrago of unsubstantiated and outrageous claims. arguments for the existence of the paranormal, and advucacy of the supernutural as nn integral part of scienca.

THE SCIENCE ESSAY uctually is more Egyptocentric than Africentric, since it mentions few contributions from the rest of Africa. It does describe several legitimate Egyptian contributions to science, such as the division of the day into 12 hours of dny and 12 of night, the engineering skill that went into construction of the pyramids, and the invention and use of ingenious irrigation devices. However, the essny goes on to cinim, in a fash-Ion reminiscent of Soviet propagands in the 1950's, that nneignt Egyptiums were the

Continued on Following Page



Continued From Preceding Page first to discover the principles of quantum mechanics, the wave/particle nature of light, the theory of evolution, the acceleration of gravity, electrical batteries, and gliders. The sources cited for what little evidence is presented are popular magazines and vanity-press hooks.

THE ESSAY contains many more seri ous fullacies. For example, it states that the ancient Egyptians were famous masters of extrasensory percep tion, precognition, psychokinesis, and other undeveloped human canabilities. The use of the zodinc and of "astropsychological treatises" by Egyptians is mentioned with the intulication that they are scientifieally valid. Mr. Adams has claimed elsewhere that astrology is scientific and is based on the fuct that at hirth every living thing has a "celestial serial number." The essay ulso argues that a scientific discipline exists enlied "psychoenergeties," which supposedly is the multidisciplinary study of the interaction between human consclousness and energy and matter.

The weight of the official endorsement of the baseline essay by the Portland School District, the nuthership by someone erroneously identified as a research scientist ut a prestigious antionul laboratory, and the acientific-sounding jargun used n the essay guarontee that grade-schuol teachers-many of whom have a weak background in science-will accent mnny of the concepts presented as scientifically

Indeed, the essay's wideapread adoption is cyldenee of the low level of scientific literacy among our elementary-school personnel. At a recent conference on "Science for the Year 2000" in Detroit, for example, a group of teachers aal through a presentation that included the statement, "Four thousand years ago, Egyptians flew around in full-size gliders," without a nurmur of protest or disbelief. It would be impossible for material like the acience easay to be adopted in a district where teach-

Given such widesprend scientific illiterocy, how will students learn to distinguish science from religion disguised aa science and from the kinds of "New Age" fads to which the scientifically illiterate are susceptible, such as astrology, channeling, erystal healing, telekinesis, and psychic

The current pressure on school districts to incorporate multicultural material into their classrooms and the dearth of such curricula have led to the wide distribution of the science baseline essay, even though it is a classic example of pseudo

VEN MORE DISTURAING has been the absence of much protest against the science baseline essay. Several explanations are possible, including the lack of scientific sophistication within school districts, political pressure that would inbel any opposition as "racist," ond univeralty research scientista' traditional detachment from the teaching of science, particularly in lower grades.

What is even more puzzling, however, is the lack of reaction by organizations that are concerned with science education, including the National Science Foundation and the American Association for the Advancement of Science, Unfortunately, the NSF also has been slow to support multicultural-science projects, and attempts to improve science teaching, including those by

the American Association for the Advancement of Science, have not dealt with the question of multicultural science as a way to increase the participation of minorities in science.

It is time for scientists to act: We no longer can afford to sit in our luboratories and ignore what is happening in the nation's schools. We need to ask officials in our school districts if they have adopted or are considering adopting the Portland essays, and then we must protest the inclusion of material in science curricula that makes unproven claims and introduces religion in the guise of science.

At the same time, we desperately need to develop reliable and scientifically valid teaching materials that deal with the contributiums of various ethnic groups. An

"We must protest the inclusion of material in science curricula that makes unproven claims and introduces religion in the guise of science."

Egyptocentric curriculum is just as hege-

monic as a Eurocentric one for a Chicano

or American Indian child. Most science

textbuoks present science as an activity

conducted by while males; people of colo

and their aucestors often are presented as

primarily engaged in magic or religious

practicea. To change this perception, some

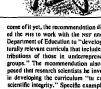
science educators have advocated the

teaching of culturally relevant science.

for example by showing minority children

that "people like them" have done sci-

ence in the past and are doing acience



Presenting role models and using specific cultural examples to teach basic scienlific principles enhance children's pride in their heritage and allow minority children to envision acience as a career. Teaching the need for scientists to change the way

lar ethnic or racial groups, but exemples must be accurate and realistic. Examples would include the achievements of the Maya in astronomy-including the accurate determination of the complex cycle of Venus Ian error of two hours in 500 years), an accurate determination of the length of the solar year, and the ability to predict eclipses. American Indians' use of medicine wheels to make observations of the

OME CHANGE may be in the niling. Last June the Public Health Service endorsed a recommendation from a conference that it sponsored on life-science education. Although nothing has

dates of solstices and equinnxes is another

come of it yet, the recommendation directed the PHS to work with the NSF and the Department of Education to "develop culturally relevant curricula that include cuntributions of those in underrepresented groups." The recommendation also proposed that research scientists he involved in developing the curriculum "tu ensure scientific integrity." Specific examples of the pseudoscience contained in the Portland science essay were an important factor in conference participants' concera for maintaining scientific integrity in multicul-

tural curricula Leaders of the scientific estublishment have been vocal about the cunsermences of scientific illiteracy for the nation us a whole. Yet they have said much less about

that science is taught in universities, par. ticularly to non-science majors. Science for all non-science majors should the critical thinking und an understanding the process of science, rather than juste ing the usual diloted version of the traditional introductory course for science m

scientifically illiterate should be as unc ceptuble in the elementary classroom as those who are illiterate, because eliminaing scientitic illiteracy ultimately depends on improving the teaching of basic scientille principles and critical thinking in our

The first order of business is for the scientific community to make clear that it is not neceptable for religion or parapsychi ogy to be taught in public schools under the guise of molticolturalism. A definite ned also exists for scientists to draft mile lines und standards for multiculum soence muterials, which school districts coold use in judging proposed tests and

I propose that the NSF begin the props hy sponsoring u conference as soon ages sible to draw up such guidelines ander dards. The participation of research sixt tists us well as science educators is earn tial. We must pruvide scientifically and multicultural materials to satisfy agmin demand, while preventing the introducing uf questionable information in our school The NSF, as well as the Public Health Sm ice, should support projects in which teums of scientists, including researchso entists, produce rendy-to-use multicular science muterials.

More scientists must get involved inst ting standards for elementary and second nry science teachers and in developing ou neuln for the schools; these endeavors an too important to he left to colleges of ede cation and state boards of education

Hernard Ortiz de Montellano Is profess of anthropology at Wayne State Univ and the anther of Aztec Medicine, Nut tion and Health (Rutgers University Pres



Test Bias and the Intellectual Processes of Blacks: the Academic Revolutionary, a Betrayer of Ideals

AN THERE BE A RIAS IN THE SAT THAI hampers even privileged blacks? The first answer is that if there is a bias, it is not "white" in character, As the scores show, Asians rank ahead of whites when backgrounds are held constant, just as Hispanics outperform blacks. Asians and Hispanics do better on this American test because they study longer and harder, pay attention to the rules, and are less likely to cavil about the oddities of the test. If there is a bias to the multiple-choice matrix, it fovors what might be called a technocratic mentality, which is emerging in Seoul and Bogota as much as in Scattle

But why so visible a black gap at every social level? Here the causes ore explicitly racial, in that they stem from the segregation that affects even black youngsters from professional homes. Simply stated, the intellectual processes most black children learn, which tend to be al odds with technocratic modes, are reinforced by spending much of their time among people of

their own race. The persistence of segregation-residential and socialdrawa a sharp dividing line between blacks and whites of all classes. In consequence, black intellectual styles remain more discursive than linear, which can be a drawback when facing a multiple-choice format. Indeed, one of the early arguments for integration was that in mixed classes, black students would learn "white" modes of interpretation and analysia, thus croding the SAT gap. Yet white scores have been on the decline for at least 20 years, so whites may not be the best model.

-Andrew Hacker, professor of political science at Queens College nf the City University of New York, in the Murch 23 issue of The New Republic

THE ACADEMIC REVOLUTIONARY IS a fraud. Guaranteed a job for life through the tenure system regardless of subsequent performance, supported by dependable paychecks from the bu-

reancincy he pretends to scorn, relieved of some of the multiple anxieties of mortulity by means of health insurance and a pension, and addicted as much as everyone else-if ad more-to the perquisites of capitalism's shameless curnucopia, the revolu ary acudemic is no revolutionary at all He is, rather, an exemplary speci capitalism in action. The marketplace of ideas, once only a metaphor, has lierally become just that, a system of Commodities . . . The Academic Revolutionary is and

jost an oxymoron but an ultimate be trayer of unthentic ideals. In acting ou with such precision the roles assigned to him hy capitalist ideology, while attacking the false consciousness of et eryone else, he is pretty much in the same class as the television evangelish who pretends to be amassing million for Jesus, even as he lives a life of luxu-

rious debauchery. —Horold Frontin. writer, in Academic Capitalism und Literary Value, published by the University of Georgia Press

Further, teachers who are innumerate or

OPINION

elementary and secondary schools.

the number of college students in their mid-30's and 40's is unexpectedly rejuve nating pedagogy in colleges and universities. This influx of students has occurred in varying degrees virmally across the curriculum, with bree numbers of adolt students taking regular courses, particularly at junior colleges. In addition, courses focusing on life or career transitions for muture individuals and mid-career professionals, previously standard fare in the evening or continuing-education programs of four-year indistings now increasingly are

By William Giczkowski

THE STEADY INCREASE IN

Teachers who have had to red just to a large influx of adult studeats find that their teaching has improved and that their classes become more dynamic Adults tend to be more focused then younger students are on anplying their learning und more motivated to complete their edueation. Adult atudents, veteran educators are discovering, hring with them a sobering dose of

affered during the day us well.

pragmatism that cunnut help but affect the learning environment. Their life experiences enrich classroom discussions and force both atudents und tenchers to test theory against reolity in a variety of disciplines, from ethics to husiness administra-

The career experiences of udult students can provide valuable insights that resceful teachers can blend with instructional goals quite effectively. For example, using management by objectives as a teaching strategy can transform ordinary classes into team efforts that fre-

quently yield outstanding results. Using this strategy, teachers cast mselves as managers or supervisors of terms of students and assign each team a task to be apleted by a certain deadline Since adults on a team often are

experienced in meeting deadlines on their lobs, they can show younger students methods for coping with deadlines. More important, project management provides a format familiar to working adults, including limited goals that students of all ages can see as achievoble.

It is also true, however, that teaching adults can be challenging in unexpected ways. Por example, instructors must learn to juggle several different roles simultaneously. Some adult students continue to see professors as traditional authority figures, Others seem to require mentors and guides. A third group seen their instructors as equals whose expertise differs from their own. And sometimes the same studeat is looking for a little of each of these roles at different times during a course. Clearly, the range of roles that the teacher

of minit students assumes is broader than that fur traditional-aged college students. A pitfall of teaching adult students is that

if their employers have underwritten their tuitiun costs for a particular academic progrum, sume students mny see their instructors as temporary employees of the company and demand a program designed especitilly for them. Others will see their leachers as the university's customerservice representatives to whom all manner of complaints can be made. Professors

The Influx of Older Students Can Revitalize College Teaching

undermine their primary responsibility, which is to teach. Indeed, they must realize that they may not be the best problem solvers for students. When this is so, professors should be prepared to refer students to a more appropriate neademic ad-ministrator and provide n short list of telephone numbers. Professors must portray the college or university as independent of any corporate sponsor and themselves as more than employees

OEALLY, universities should properly orient professors who will be teaching large numbers of adult students for the first time, preferably using faculty members already experienced in tenching such

Particular problems may arise if courses are offered, as is increasingly the case, at in with security gunrds, weur identification badges, or be restricted to certain areas. Audio-visual aids may not be available. In ddition, some mid-level corporate supervisors who are not students themselves may not be totally supportive of an acodemic program offered at the workplace, especially if release time for employees is

employees' work sites, rather than on the

campus. Studenta who are entering a de-

gree program paid for by their employer

and offered at the workplace need special

prientation to help them understand how

culture. Expectations on both sides abould

be realistic. Students cannot expect col-

lege professors to be their personal tutora.

On the other hand, professors cannot ex-

pect the same autonomy that they have on

a college campus. For example, professors

can expect at various times to have to sign

academic culture differs from corporate

Professors teaching adult students also need to understand the "cohort" model used in many university programs that are designed primarily for mid-career adults. These programs have a carefully ordered curriculum for the major field of study. New students enter a cohort group and take every class in the major with that group. Substitutions or electives within the major usually are not encouraged or even offered. Despite the lack of choice nmong

courses, the cohort model has the benefit of offering adult students who know what they want a snecific plan for earning degrees in the shortest possible time. For the professor, the cohort model provides students who are both motivated and focused.

Professors untamiliar with this type of program, however, may find it disconcerting at first. Unlike (mditional college classes, everyone in the class gets to know each other after the first few sessions. Therefore, the teacher of a class in the middle of the students' course of study has to deal with the group identity that already has developed, in addition to handline individual stu-

with the cohort group cnn provide an extremely supportive environment for teaching and learning, it also can be, on rare uccasions, a professor's cluss from hell. A group determined to have its own way may go on strike or even attempt to replace the in-structor. Professors should try to

avoid power struggles with students uver who "uwns" the group and should uppeal to students' interest in completing the pro-

Most adult students cannot affurd a leisurely exploration of university courses. Time is the biggest constraint, especially for mid-career professionals who have families and social obligations in addition to their course work and full-time jobs. In general, the more professors demonstrate an understanding of adult students' time constraints, the more successful their classes will be.

Professors should be prepared to occept late assignments within specified limits, without penalizing studenta' grades; to emphasize the importance of proper time management from the beginning of the class; and to encourage students to come up with options for completing assignments within limits that are fair for all the other students. The net effect will be that the north students will cooperate enthusinstically, and the quality of their work will improve.

Tenchers of working ndults have found that they need to pay particular attention to the pacing of classes. Given that students are likely to have had an eight-hour work day before class, continuous lecturing would be disastrous. And because y elnsses offered especially for working adults meet only once or twice a week for three or four hours, instructors need to prepare aeveral different segments of innuction for each class.

Vidco presentations and interactive exercises help break large blocks of class Cantinued an Following Page





LETTERS TO THE EDITOR

Are There Too Many High-Paid Full Professors?

When I first read Andrew Hacker's piece, "Too Many Full Professors; a Top-Heavy Pyramid" (March weekday golling expedition, left my Mercedes in the garage, and rushed to the commuter to do an act of public penance. Let me confess: I make a sidary, which after graduate training and almost 30 years in the profession approaches perhaps 30 per cent of the salary of a reasonably successful lawyer or physician, not to mention the nay thefore housest of the CEO of a failing U.S. airline or auto corpo-

I confess to growing older and thus, doubtless, becoming less and with 18-year-old students, but with my 17-yeur-old daughter. If enough of us fut cats come forward, nerbuos a pardon will be granted. But before we line up for a reimposition of ashes, it just may be possible to say suncthing on the other side of the

Though there are elements of truth in Professor Hacker's picture, I'm ufraid that various governing boards, public officials, and others would scize upon his proposals as an exense for institutional downsizing rather than for opening the ranks in newly minted Ph.D.'s.

I don't know how things are in the City University of New York these days, but in the University of Illinois system, many department heads and deans have no guarantee under the current budgat crunch that if a full professor retires tomorrow, that line cun be retnined to bring in even one assistant professor. Under these circumstances it is, arguably, not too casulatical to say that we'd damn ell better hope that u few of our higher-paid colleagues stay on board to protect institutional investment in instruction until society at large decicles that it can afford to support a sufficient number of entry-level posilions to insure our replacement

Of course there are better reasons for hoping that an adequate number help steer our institutions through the next few years, especially since when it comes from the ranks of the younger members of the faculty have professoriate itself. neither the time nor incentive to engage in faculty governance before the awant of tenure. Professor Backer, persons toward the end of their cahowever, seems to me to come perilously close to the assumption that leveled off in many cases, whereas he age is antiunnitically suspect, youth viorentically neglerable

The declaration that it is somehow in stuff positions that call for no parin itself a Bad Thing that students ticular ability to lead higher educaincreasingly are taught by professurs who are even older than their parents" ignores the fact that good and had teachers exist at all ranks ternarts in Ames, lown, have more and ages. Personally, I'd rather take discretionary money than he or ner changes on the experienced se- do-deplorable, no doubt, but hardly nior teacher or the much-muligned

the basis for a populist eampaign. LAWRENCE PO

problems if tuken even slightly out of

In the same week that I rend this

article, I rend also shout plastic sur-

scons (n) nil levels of their field) aver-

aging more than double that figure,

about a baseball player with u .250 batting avarage (which means that he

successfully gets a hit only onco out of every four times at bat) who carns

\$4-million a year, and about heads of

falling corponitions who earn tens of

millions in annual salory and bonus-

beyond me.I

I find it remarkable that Professor

Hacker's indignation is reserved for

reers, whose salaries have already

says nothing about the phenomenon

of administrative bloat, particularly

tion or to deal with the public or the

legislature, Perhaps his real hutton

line is the recognition that our coun-

То тик Епиоа; It was disturbing to read the comments about the glut of full professors written by Andrew Hacker, him-

antext by opponents of higher edu cation. An average salary figure of \$109,100 might seem high in some teaching assistant encountering the circles, but this is the salary of people first excitement of dealing with freshat the pinnscle of their fields, living in men than on all too many harassed an area with an extremely high cost of living. (How It can seem high to assistant professors whose tenure depends on their doing everything Dr. Hacker from his vantage point in the New York metropolitan area is

perfectly In any case, many of our students are themselves getting older-a phenomenon Professor Hacker has sure-ly been able to observe from his vanage point in a large urban university. Those of us with graduate students. their late 30's and ently 40's, know that one can no longer make certsin traditional ossumptions about the characteristics of our nudicnee.

melancholy reminder that professorbashing is not only emanating from a that we find it necessary to apologize wide variety of sources, but also is for carning enough to support our

xelf a full professor! Although this personnel situation may create some What means more to you, your glowworm research or Star Ward dgetury and administrative problens, many of Professor Hacker's less than What is curred by even the manne here, nave assistant antique opinings could easily lead to bigger most mediocre professionnis, execu-

RESEARCH (

tives, and hallninvers? salaries are associated with quality and success of the organization. Most of the institutions cited by Pruor Hacker for being top-heavy with "highly paid" full professors also have reputations for excellence in both teaching and rescured. These reputations have been created, in large mensure, by the very people Professor Hneker wishes would step

"You have to make a bash decision:

If asked to recommend a good university to which a bright high-school student could upply, would Professor Hacker recommend Alcorn State University over Hurvard University? If he had reason to go back on the july market, would be choose a school that mid any less than a market salacaps an appointments to senior rank? Or would be expect his achievements to be recognized in the

Inditional ways? RICHARD PARKER Associate Professor of Marketing Glassboro State College Tilassboro, N.J.

This would only contribute to the spread of the already widely endorsed view that teaching really doesn't count when push comes to shove. (lan't it fundamentally immoral to base our institutional re-ward structures on intellectual selfto our students and their families?) We ought rather to reward auccessful researchers with more time to do what they do best, and cessful teachers with more time to do what they do best, keeping rank and salary the same for both sets of

ciplinary studies at the University of Snn Francisco.

My home institution, a small college in Pennsylvania that 1 will not an add then as a junior instructor profit My home institution, a small col-

Now Professor Hacker would the me inflict the same damage on JIM PERAV
Professor of Philosophy
Dale Mabry Campus
rough Community College
Tampa, Fla. Koss study. . . . Donothy Surgel Study. Dono in Executive Director Executive Director Campus Violence Prevention Center Towson State Universit Towson, M.

Date-rabe statistics and 'expert' opinions

TATHE EOITOR: I was disappointed to see The Chonicle giving precious space to set another non-expert who has sched "feminists" in such rightsing platforms as The Wall Street lound and The Public Interest. These publications select their coverapt more for conservative political ectness than for empirical accupay, but The Chronicle should have

OPINION

0.0

very well by national standards, be

full professors only about Shorost

mure. Our philosophy is that rough

faculty need more than they weeks

paid elsewhere, and older faci

less. Consequently there is no shot

age of famils for buying instruction

equipment and books for the library

and for the maintenance of buildings.

At many public institutions in this

state, the physical plant is quite liter-

ally fulling upart, a direct result of the fact that friendly there are paid to

much all the more so when the con

of living in a nimi place (where most

such institutions are located is con-

Why am I duhious about the future

of Mr. Hacker's proposals? Call à

self-interest, economic rights, or sit.

it rill buils down to the fact that per-

ple will light very hard to protect their own turf, and faculty are noti-

Too namy faculty really want the

structures to remain as they are

They like a system that values to

search much more than teaching

even when most of the bill is beig

paid hy people who value tending more than research. They like a \$15

twho wouldn't?l, even if it works to

keep younger people out of equits

lent positions, and even if the same

security is not enjoyed by other was

versity employees. Above all, they

like a system that puts them at the center of that little universe called

tem that gives them lifetime sec

ferent from anyone else.

DENION

Almy student loans. My three chil-

gable: that's vicious.

Irefer, of course, to the two-page spread given to Neil Gilbert for his critique of date-rape research. To compound the problem, your headfine refers to Mr. Gilbert as a "Berkeley Scholar" and to his targets as "Feminists" t"A Berkeley Scholar Clashes With Feminists Over Validity of Their Research on Date Rape," February 261. . . .

He is a professor, but not in the arm of sexual violence. The researchers he uttacks have done methodologically sophisticated scientific studies and published their results in his status by referring to him as a scholar and to denigrote theirs by re-ferring to them as feminists, as if than scholarly, is to play into the confined stack on uncomfortable find-ings by the well-heeled forces on the

Mr. Gilbert is, of course, entitled to his opinions. The fact that they are received so much attention is not, as your article claimed, nn opening salvo in a battle brewing over mpe statistics, but simply another media-based attack on a favorite target. The fight has been going on for years and will no doubt continue

You have a right to report on the coverage of his opinions, but your lary metaphors and your unfortilmate headline give those opinions more attention and credibility in they deserve. Instead, perhaps be should have devoted those two ages to the serious problem of date ape on campus, referred to Gilbert passing as saying there are some conle cited in conservative circles hoquestion the statistica, and given for elention to the real scholars on

Anishan Professor of Criminal Justice
New Mexico State University
Las Cruces, N.M.

OTHE EDITOR: Andrea Parrot's and Neil Gilbert's sections may not be an far apart as

If the legal definition of annualt in hed, a lesser number of women will be identified as victima of sexual os-sail. The legal definition of assault quires that the victim feel threatof by the behavior or have been it. By precedent, hurt has been dea as physical. If we add together templer of women who reported by hid been assaulted with those the reported they had been vicilims of offensive and demeaning behav-ler. suspect we will validate the rees of Mary Kosa

In response to a questionnaire sent den grew up in poverty, denied all stradvantages a physician's children by Towson State University's Cam-pus Violence Prevention Center to a random sample of 60,000 students nutiunwide, 9 per cent of the women reported that they had been victim of sexual assault. . . . An additional 4 per cent reported that they had bee victims of dute rape. One-half of t per cent reported being victims of rupe. These numbers are exceptionally close to those reported in the

Liberals, conscreatives. the medin, and the truth

TO THE EGITOR:

Gregory S. Jay feurs his "side" (which he misidentifies us "liberal") is losing the debate over the inteller tual health of our universities because it hasn't been able to commonicate its most signal uchievement changing the truth ("The First Round of the Culture Wars," Opinion, Feb-

ruary 26]. Hud the last quarter century of ferment in the humanities indeed produced an astonishing body of new knowledge about the huntair condition, he might well have a point, Bu they have not, largely for reasons re vealed by his firzzy and unhelpful notion of what truth is and how it is discovered.

While chunging truth involves looking for evidence, making arguments, and testing hypotheses, Jny tells us, finally "we must persuad undiences of our neers . . . that we are right." Consequently, neademic truths represent the rough consensu-

of a professional community as evolves over time and depead upor the establishment and ose of profes sional criteria." There is a certain amount of studied ambiguity in all of this, but the heart of the message seems to be that truth is what some articular circle of authorities believes it to be at a given momen

That is not how most people, in-cluding natural scientists lour most prolific discoverers of knowledge and mainstream philosophers, con ceive of truth and its pursuit. For them, the test of truth is not the aumber of other persons, expert or other wise, who hold the proposition in question, but whether that prop tion is the alternative best supported by available evidence.

Needless to say, since individuals can do firsthand investigation only within a small region of knowledge they must be willing to rely heavi on the judgments of other specialist But the authority of apecialists d rives from the supposition that they base their knowledge on evidence Were intellectual communities really the touchstones of truth, it would be hard to account for the ultimate su cess of the theories of Copernicus or those of other path-breaking but onginally isolated

To be sure, it la only by using aca-

QUOTABLE

"The astonishing thing is that young women bursue coreers in science and medicine at all!"

ACK IN THE 1960'S, when I was in medi-Ses school, it was a widely held view their children before the age of 30. Illnesses like endometriosis were seen as punshment for deloying having children. Needless to say, these widely accepted medical views owed more to social conditioning than to sei-

Today, few in the biomedical professions would admit to holding such unscientific views. In fact, now the punishments come to women who do have their children while in their 20's-at least omong women in the seiences.

One recent study that focused on pender differences in the exreers of 460 former National Seignce Foundation postdoctoral fellows showed that women who had children during their postdoctors! years did not attain the aca demic and leadership positions that the other women-and men-in the study population ochieved

But let's not blame the bables. Other studies have shown that both married and single women scientists and engineers have higher than their male counterparts. As in so many other fields, women in science eventually hit elther the "mommy track" or a "glosa ceiling,"

According to studies conducted by the Pew Charitable Trust Science Education Program and researchers at the University of Colorado at Roulder, fewer women than men declare science as a major in college, and a greater proportion of women abandon science for other mn-jors. As a graduote of Vassar—then a single--I note that there is on interesting exception to this trend: All women's colleclose fewer of their acience majors to other fields. Based on my personal experience, I believa that women's colleges can engender an environment and a mindset in which there are no harriers based on gender, an environment that encourages women to pursue "nontraditional" fields-like science and medicine.

THY do women drop out of science? A atudy by the American Association for the Advancement of Science found that women in science classes are subject to more negative treatment than their male

colleagues-by both faculty and other students. Perhaps one recent, glaring piece of evidence in support of this AAAS study is the article by a distinguished professor at the University of Alberta—favorably peer-reviewed and pub-lished by the Canadian Journal of Physics. ntific" observational study blames most of the Ills of modern society, including

corruption and cheating, on working mothers.

Such attitudes are easier to understand—if not condone-when one considers the fact that most science faculty are men. A 1990 report by the National Science Poundation shows a total of 151,400 men teaching in aclence departmenta at four-year colleges and universities. compared with 34,900 women. While 104,400 (68.9 per cent) of the men were tenured, only 12,600 (36 per cent) of the women had re-

ceived tenure.

My own field of medicine mirrora the trends found in science. Although women now make up 38 per cent of medical students and women's academic performance is virtually in-diatinguishable from men'a, women rarely achieve leadership positions on medical school faculties. With some 14,171 women now on madical-school faculties, womeo represent 21.5 per cent of all faculty members, However. they occupy what might be called an academic gherro: 49.8 per cent are clustered at the assistant professor level, while only 9.8 per cent have achieved the rank of full professor. Tuday, no medical school is headed by a woman dean; in 1990, there were two.

ICE THEY HAVE SURVIVED the rigory of their education in the clussroom, the laboratory, and the fileuity lounge, how do women scientists and MD's fare in securing support for their research? The good news is that women's share of research g from the National Institutes of Health has doobled since 1981, and in 1990-91, women's and men's success rates for comneting research project grants became virtually equal. However, women submitted and received only 19 per cent of these awards.

Another difference is that women's research is a bargain: Women applicants request less money than their male colleagues, on average about \$30,000 less. Thus, in 1990-91, women received a mere 16 per cent of funds for

research project grants. . . .
In view of some negative treatment in the clossroom and discouraging employment and funding prospects, the astonishing thing is that young women pursue careers in science ond medicine at nill

But it is fortunate-and important-for our country that they do. By the year 2000, women and minorities will account for 68 per cent of the new workers. Coupled with the fact that, if current trends continue, the United States will face a shortage of scientists and physicians by the end of the century, it is safe to say that sustaining America's scientific and biomedical preeminence depends upon attracting-and retaining-tolented women and minorities.

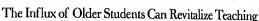
If we are to ensure our country's future competitiveness, we must change the prevailing culture-the rules of the game-in our classrooms, boardrooms, inboratories, and faculty lounges. To do so, we must recognize that brains, not brawn, will dominate the next century, and that means more than ever we must too into the brain power of women. . .

Eighty years ago, when British women were Irying to win the right to votc, they played by men's rules: They broke windows in Parament Square. Many of the women were treated brutally and arrested. Their leader, Emmeline Pankhurst, pointed out that every advance of men's rights has been marked by violence and the destruction of property. She defended the women's actions, saying, "Why should women go to Parliament Square and be battered about and insulted, and most important of all, produce less effect than when they throw stones? We tried it long enough, We submit-ted for years patiently to insult and assault, Women had their health Injured. Women lost their lives. . . . After all, is not a woman's life, is not her health, are not her limbs more valuable than names of gloss? There is no doubt of that, but most important of all, does not the breaking of glass produce more effect upon the

While I am not advocating that American women in science resort to such behaviors-or even to the breaking of test tubes-it is clear that all of us in the acientific community have a lot of breaking to do-especially old rules, self-defeating habits, and ginss ceilings.

—Bernadine Healy, director of the Notional

Institutes of Heolik. in the March 13 Issue of Science



Continued From Preceding Page

time into smaller units, and photocopied material and hand-out exercises can change the pace or illustrate a point in a lecture or help focus class discussion. While these strotegics are frequently used in traditional classes, they are more optional for o class that meets three or four times a week for un hour. They assume much greater importance when lectures alone would not be good pedagogy.

EACHING ADULTS raises n host of other ques tions: Should learning olways be measured in three-unit chunks of course work? Can learning be measured realistically in Carnegic units of "sent time"? Is grade infintion such a bad thing if higher grades reduce students' anxiety and thus help them to concentrate more on learning and less on grades? Do accreditation teams take into account the dynamics of non-traditional classes when cyalisating oniversity programs? What are the boundance between job training and education? Contemplating these questions con be liberoting for teachers, since challenging the popular assumptions obout education often generates innovative thinking about how students learn best. The result moy be more crestive, and hence more effective, teaching.

Teaching odult atudents also encourages instruc-

tors to be creative in how they approach their subject motter. As Julie Thompson Klein, an associate humanities professor at Woyne State University, stresses in her book Interdisciplinarity (Wayne State University Press, 1990), neither the problems of society nor their solutions are neatly compartmentalized into disciplines. Many sdult students seem to know this truth-however instinctively-better than their professors do. Therefore, in teaching adults, instructors may need to approach their subject matter through more than one discipline and learn more about fields reloted to their own. To be more persuasive and effective, a professor of classics may want to introdoce economic theories into a discussion of sncient civilization, for example; a professor of economics may connect developments in physica, chemistry, religion, or politics to lectures on economic

oped in programa for working adults will filter into more (mulitional programs, In the meantime, teochers and attidents of all agea have much to gain from

Eventually, of course, the best that has been develchanges occurring in reanonse to the wave of adult

William Giczkowski is assistant professor of interdis-

То тне Естов: applaud Andrew Hacker's opinthat too many colleges have too many full professors who are paid too much, individually as well as collectively. Almost all of his suggestions are meritorious, although I doubt that most have any chance of being implemented. The one suggestion 1 don't like is that universities give tenure but not full professorships to faculty who put their energies into teaching rather than research.

the university; arrogance has always been the most serious occupation In short, solutions to the fixed problems at many universities lie not with legislatures or wealthy shape. They lic rather with ourselves. rather with ourselves.

EDWARD B. DAVIS
Mellon Fellow in the Homshis
Beckman Center for the Histor
of Cherkay
University of Pennsylvin

To THE EDITOR: Professor Hacker would see us fo professors "sharing some of our fi-nancial good fortune with those who

want to carry on our calling.
I did that already. I gave up a total

Letters to the Editor

Continued From Preceding Page demic popularity as the test of truth that Juy can make his case that theories about the social construction of sexuality and the critical deconstruction of texts represent intellectant breakthroughs. Itut no matter how large an academic chorus Jay amasses to sing the praises of these "breakthroughs, 'serious scholars, whatever their political persuasion, will continue to believe that something is terribly amiss with the brand of scholarship he evidently represents.

STEPHEN H. BALCH President and Executive Director The National Association of Scholars Princeton, N.J.

To the Entries

There is much to admire in Gregory S. Jay's article, including his contention that "we have a messy reality. in education: There is always a fine line between opinion and truth, and our jub has to be the drawing of that

However, Panfessar Jay is not doing his job when he asserts, "The utives have a huge financial support network and are given frequent space in the pages of News-week as well as Commentary, The New Criterion, and The Wall Street Journal." Surely Jay jests.

He must know that there are only foor relatively small conservative foundations in the United States. whose assets in the aggregate are no-where near those of the Ford Fountion. Surely, he must know that The New York Times, The Washington Post. Los Angeles Times, and The Boston Globe, have more influence and greater readership than The Wall Street Journal. While I'm bemused by his belief that Newsweek is giving frequent apace to conservative opinion, Professor Jay neglects to mention Time magazine's almost total devotion to liberal views. And I suspect Professor Jay knows that the circulation of Mother Jones, The Nation, Dissent, The Progressive, Harper's Mogazine, and The Atlantic is larger than the few conservative journals he

Yes, there is a fine line between truth and opinion, and Professor Jay would be well savised to find it.

Heanent I. London
Dean of the Gullatin Division
New York University
New York City

The charges of conflicts in the loan debate

То тне Ерггов: Your February 19 article "College Your February 19 article "College Financial Inali-

tutions Prompt Questions About Conflict of Interest" misrepresents the relationships between the many groups who support the student-loan

From the very beginning of the student-loan programs 27 years ago. fenders unit college representatives have had a successful partnership that has worked to deliver financia nid to millions of students. The fact that college representatives, such as presidents and financial-aid administrators, are on the boards of lending institutions, secondary markets tlike Nellie Mae, the New England Education Loan Marketing Corporation), guarantee agencies, and support or ganizations like the College Board, is

o secret nor is it a mystery. Notice Muc consistently seeks advice from and relies on the commenneeds of students and families. Our board members do not aet as rubber stamps on decisions made in isolation by Nellie Mae staff members. They are there to constantly challenge programs and policy to insure that we mujatain our mission of expanding access to higher education.

No single group within the studentloan arena cnn work in isolation and still continue to serve students effectively. The mingling of lenders, sec-ondary markets, college presidents. and financial-aid administrators lets each group better understand the aceds and issues of the others. . . .

When Nellie Mae mokes a "contribution" to a group such as the Ns-tional Association of Student Financial Aid Administrators by taking out an ad in its national conference booklet or paving annual membershir daes, we're not doing it to coerce financial-aid officers. We support NAS-FAA beenuse we understond the importance of the role that financial nssistance officers play in the delivery of aid to students. When Anne M Stortevant from Emory University was quoted in the article saying.
"We're not being wined and dired. We're working," she was really understating her point. No group within the student-loan nrena has worked harder or longer to help students, or knows better the issues facing students and parents, than do the finan-

They are not empty-headed people who can be awayed willy-nilly into not supporting direct lending beeruse Nellie Mae supplies cold cuts when they attend advisory-committee meetings at our offices. Please e this group, and college presidents, o little more credit.

Nellie Mse, as a non-profit organization, will continue to serve stu-

dents and families and maintain our strong ties with the college community. We only hope that election year olities will not be used to eliminate a tested and successful public-private partnership for an untested directlending system.

LAWRENCE W. O'TOILE
President
The New England Education
Loan Marketing Corporation
Braining, Mass.

TO THE FOLLOW:

I rend with more than a passing interest your February 19 article Although I don't recall "angrily" refuting snything. I was very disturbed by the nature of the inquiry and the thrust of the questions being raised. My concern related not to the suggestion that my firm was somehow in volved in persuading our clients to get on the "anti-direct-loun hand wagon." Quite the contrary, since I no tarvof cullege representatives on our had steadfastly refused to ruise the issue within the United Negro College Fund. And I regard the suggestion that our presidents—nil of whom do as a substitute for fact and the best the work of reauthorizing the light are African American-cannot think for themselves in the public-policy arena, but must be informed or di rected by bankers und others in the guaranteed-loan community, as personally offensive and smacking of

The public record will show that John L. Henderson, president of Wilberforce University, was the first UNCF spokesperson to express reservations about direct lending-long before there was a Simon-Durenb ger bill-in response to a question from Sen. Noncy L. Kassebaum at a March 21, 1991, hearing of the Senate Subcommittee on Education, Arts, and Humanities, He said: "I can't speak for all college or university presidents, but I certainly feel that Wilberforce University does not want to be in the lending business nur do we want to be in the debt-collecting business....

This position, which was echoed by Oswald P. Bronson, president of Bethune Cookman College, during October 29, 1991, testimony, is the only one ndvanced on behalf of unce. It was uttered by a president, not UNCF's corporate hoard

It is ironic that most of the directloan debate has been carried on be-Iween lenders/guarantors and large research universities, while those who have the most invested and the most to lose if the untested notion is implemented-millions of student borrowers and thousands of mediur and small-sized colleges and universitles—have played little or no role.

Those who may see their directm evsporating into a serious test of its fiscs) feasibility and institutional practicality may have chosen



"Bad news, We're getting teaure.

Education Act of 1965 pm

Our ourpose for being there

responsible for delivers to be

service possible to all quilletr

dents who lack the access;

Canses, solutions town

faring research librains

Your recent article about the

crunch for research libraries (7) ing Costs and Dwindling But Force Libraries to Make Durg

Cuts in Cullections and Service

provided useful information

to this intractable puzzle.

February 19) was well witten

allow me to add just two more

Pirst, the cost of research public

tions: To publish a research jo

the costs of production and di

tion have to be recovered out

numbers of copies. ... With all

canceled subscription, theoald

point of breuking even. Whealth ies add to the problem with span

ic or programmatic cancility

devastating. The few remains

ies become very expensive, is

adding to the woes of those lit

that must continue to receive the

journals: Scholarly journals, inc

cases, are not sold with s

stand price. Rather, they are so

The large volume of kiles

to the editor of The Chronic

cle prompts this suggestion.

sible, to 500 words. In the

competition for space, the

letters must sometimes

given preference. Lenes

Send them to: Letters to

the Editor, The Chronick 4 Higher Education, 1255 23d

Street, N.W., Washington 20037. Please include a dif-

time telephone number.

may be condensed.

Second, the differential point

results can be devastation

journal mast be increased to

HARVEY P. Grone

sources to pursue postseard

ucution. . .

TO THE EDITOR:

I am not sure where the idea for the

February 19 article came from nor why someone chose to suggest that William I, Ihlunfeldt and Bud Blukey were devils reinearnated. What I do know is that I have spent 25 years building a professional reputation of which I am proud. Some of those making charges and insimutions did not know the difference between a Pell Grant and a Food Stomp two years ago. It is simply unfair and inaccurate to impign the venicity of persons who have labored in the vineyard of higher education for the betterment of students most of their professional lives, with no bosis in fact to support these allegations. If we choose to discount every person with any connection to or alliunce with any other person or entity in the higher-education community, we will exclude everyone! Being u not-forprofit does not exempt un entity from serutiny for possible conflict of interest, nor should we infer guilt because

one is a fur-profit entity. Let's stop ossigning blume and looking for skeletons in everyone's closet. Or better yet, "Let him who is without sin cust the first stone." WILLIAM A. REAREY

TO THE EGITOR:

... To imply that either personal ain on the part of enmpus-aid administrators or benefits derived by the National Association of Student Financial Aid Administrators through certain kinds of relationships might be put before the financial needs and interests of our nation's students is sn inaccurate interpretation of both the style and distinctive characteristics of our profession

The practice of financial-aid administrators has been and continues to be the thoughtful evaluation of all sides of any issue related to postsec-ondary-education financing and active engagement in dialogue among ives, as well as with all interest. ed parties.

A recent example is the discussion that was promoted on the issue of direct lending at the meeting of NAS-FAA's board of directors last November. The dialogue was lengthy and was characterized by full description of the proposals for change and the varying points of viaw. No points of view were excluded from discussion. Ultimately, a resolution was passed by the board and was broadly com-

As we continue to participate in

THE ARTS

Elaborate Russian Fashion: the 'Audacious' Peter Brook

A hand-dyed linen and culico costume designed by Elena and Eugeaia Pelevinn, seen of the Fashion Institute of Technology's Russian fashion show this month.

By Zoë Ingalls

ENTION SUSSIAN FASHION and most Americans think drab: "They see women in babushkan and ill-fitting coats on bread lines," says Deble Ginello, chairmen of the fashiondesign department at the Fashion Institute

Anyone in the audience for a showing of works by 12 Russian designers, held recently at PIT, was forced to shed such preconceptions immediately, Ms. Giuello says, so striking were the beauty and intricacy of the designs.

"The clothes were elaborate-elaburate in the richness of the color, the details, the embroidery, the amount of work put into them," ahe says.

"They were impeccably made," she

The show, "From Russin With Love," was mounted in collaboration with Cultural Contacts International Ltd., u nun-profit organization that collects and promutes Russiao textile and costume urts in the United States.

Inspiration for the clothes in the show ame from a wide variety of sources, ineluding folk art, icons, and even architec-

Peter Brook (right).

Wezner Prize (below).

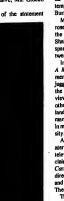
ture, Ms. Gioello says. Allusions to a fly ing buttress or an onion-shaped tower might appear in the cut of a sleeve or the shape uf o hat. The hues of o skirt or bodice might echo the earth tones of humble buildings or the vibrant colors of churches. theoters, or palaces-"purples and reds and rich gulds, all intermixed," says Ms.

That makes sense in a country where shortages are commonplace, says Ms. Ginello and reflects the same ethic of thrift that engendered early American

When cloth is not available, the designers resort to burlan, bed sheets-whatever is at hand. Their ingenuity has been called the "artistry of necessity" and makes their work even more impressive, Ms. Gioello

Other designs were clearly based on traditional folk eostumes with their rich patterns and elaborate embroidery. The designers represented in the show are credited with reviving the peasant erafts of patchwork und quilting and elevating them to artorsky kostina, the Russian term for haute conture.

"I think that's part of the statement



they're trying to make: From nothing. ing elaborate comes."

Charleson .

TIDACIOUS" Is an ant way of describing the work of Peter Brook, one of the most influential forces in contemporary theater, says Katherine H. Burkman

Mr. Brook, the 66-year-old director who rose to international prominence during the 1960's for his work with the Royal Shakeapeare Company, has continued to spark the imaginations of some critics and tweak the noses of others.

In 1970, for example, Mr. Brook staged A Midsummer Night's Dreom with elements from the circus: The lovers were jugglers; the Isiries were trapeze artists; the rustics, clowns. The production was viewed as irreverent by some, brilliant by others. It is now "generally considered a landmark production," says Ms. Burkman, a professor of English and a specialist in modern drama at the Ohio State Univer-

Although heat known for his work in theater, Mr. Brook has also directed film, television, and opera, including an acclaimed 1983 production of The Tracedy of Cariaen at Lincoln Center. He is the codirector of the Royal Shakespeare Thentre and director of the International Centre of Theatre Research in Paris.

Thia month Mr. Brook became the first recipient of the \$50,000 Wexner Prize, which will be nwnrded annually by the Wexner Center for the Arts at Ohio State. The award honors a person in any artistic field whose "highly original and influential work has consistently chollenged convention." Certainly Mr. Brook is "one of the great innovators of our time in modern theater," says Ms. Burkman. "But he's done a lot of classics, so his innovations do not come out of nowhere-they are grounded

In 1970 Mr. Brook founded the Internotional Centre of Theatre Research. Over the next three years, his company per formed in Iran and throughout Africa with experimental performances called "carpet

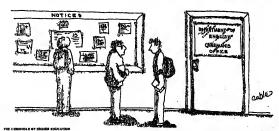
"They'd literally put down corpets on the grass and perform," Ms. Borkman

In 1985 he produced what has been called the "theater event of the decade," The Mohabharata, a nine-hour extravaganza based on the Sanskrit epic that includes the Bhaguvad-Gito, a sacred book of Hindu philosophy.

Mr. Brook's recent work reflects his vision of n "global thenter" with international casts, she saya, and his 1991 production

of The Tempest featured a black Proapero. Some 25 years ago Mr. Brook wrote a seminal work, The Empty Space, in which he criticized modern theater's overemphasis on "visual decoration, realism, and paychological explanation," Ms. Burkman saya. He urged a return to immediacy and the kind of theater that engages the audience's imagination.

Today Mr. Brook is atill striving to fill the stage with originality. For him, "the empty apace is never there to create what was," says Ms. Burkman, adding: "He is always exploring. He was very young when he started, and he's still very young in his 60's. He's still exploring na if he were a young, headstrong innovator."



"I'm pleased, Mr. Fenton, that Willo Cather and Herman Melville made your short list."





Letters to the Editor

Continued From Page B6

instances, the journals are the production of an association or society. Thus, one finds them priced with the owest price for members, an inciations and societies have used this differential pricing for a long time as an indirect way to have ucademic institutions grant what are, in effect, subsidies. With costs constant and fewer units sold to recover these costs, the indirect subsidies again increased, nat arithmetically or incrementally, but geometrically.

The problem is not new. Its effects began in the late 60's and 70's and persist. The result is that many have concluded that the published article is no longer an appropriate means of tion and should be replaced by some firm of digital file or imuge. And that brings on its own sets of problems of cost, distribution of cost, and control of the bottom line. . . .

tont line.

RONALD E. DIENER
Former Chief Executive Officer
The Council for Bibliographic
und information Technologies
Columbus, Ohlo

To THE EDITOR:

... The story cancerning rising casta and dwindling budgets for lipraries certainly shows the serious problem all colleges and universities face in providing library resources for students in times of recession and budgetory cuts. In that orticle it indieated that the libraries at Stanford University, looking to save \$3.1-million over the next few yoors, are conaidering laying off about 10 per eent of their staffs, among other measures, and closing the main under graduate library ond merging it with other libraries on the eampus

On that same page in your "Oive & Take" column is a news item that mny or may not have been put on the eept the foet that journalists don't have the time or the inclination to samo page by your layout staff to make a point. But the point is worth noting. The story states that "The board of directors of the Stanford University Bookstore announced that it would review its employees' on after o published report said the top monagers received onnuni aniaries of more than \$100,000, along with a vacation the use of luxury ears as perqui-

This comparison of priorities and lorge national newspaper quoted me

problem of the management af colleges and universities. One could expected to provide an intelligent easily think that the university might he better aff to reunin control of its own backstore and ta chunnel thase creused price for non-members, and excess maneys and profits back to the problems and taking whatever support its libraries.

publicity you ean get to complaining A. R. SULLIVAN Chief Executive Officer Sullivan College Louisville, Ky. to the media arganizations when you are misquated. The farmer results in callausness and the latter keeps you from ever getting called again.
I had ta learn to be more discerning

Avoiding the pitfalls of media attention

TO THE EDITOR:

In "Talking Heads From Aca-deme" (February 19t, Jerrold M. Post used the better part of two pages detailing niedia attention given him during the Persian Gulf war. What the article lucked, however, was a and rarely results in a pay raise ar a solution to the problems academics face when dealing with the press.

As a televangelism researcher.

hove encountered similar problems

In the more than 500 media inter

bigger the news organization, the

sloppier the handling of quotes and

I quickly lenrned that if I want to

) in the limelight, I need to ae-

keep my reseorch (and my college's

comprehend complex, objective re-

sotional quote to go with a precon-

ceived slont or wont to condense re-

too much on the same old "expert"

story. The professor chosen is usual.

them quick quotes or sound bites. A

sults to moke generalizations.

exposure to years of hard work and is great far the ego. It can bring satis faction to the researcher wha is able in control.

STEPHEN WINZENBURG
Communication Department Chair
Grand View College
Dee Molecs

on me so much that the reparter ance

called in a rush to meet a deadline and tald me, "This is what I need you

quate on a tangential subject in which

when the media called. I ended up

with an unlisted hame phone number

and had the secretary screen all my

office calls. I have attempted to can-

trol which journalists I talk to instead

Media caverage is a curse and a

blessing. It places demands an your

time, course strained relationships,

larger office. But it daes give public

of letting them cantrol me.

to say. . .

I had no expertise. The salutians range from ignoring

." At ather times, I was



TO THE EDITOR:

The Chronicle article of February 26 ("Mexican Students, Including Commuters, Succeed at Texas Universities"1 asserts that Mexican students who commute to the Universi-ty of Texas at El Pasa are succeeding. The tragic reality is that the overwhelming majority are failing views I have given. Generally, the and dropping out due to the total in-adequacy of intensive English-language services. The dropout rate is so high that for years the university administration has refused repeated

requests to moke it public, t taught introductory courses in Spanish to Mexican commuter students. Unable to make the transition to courses in English, they pathetisearch. They often only want a sencally took the same eourses in Span-

UTEP does not require its commuter students to pass the widely used Test of English as o Foreign Lon-A major problem that Post failed to address in the fact that reporters rely guage before taking courses in Eng-lish. Nor does it provide Intensive whenever there is a breaking news English for students who live in Mex-ico ond go to school in the United ly one they eon depend on to give States. Mexican students olong the 2,100-mile border from San Diego to Brownsville who opt to live at home control shows the seriousness of the in over 25 stories and got to depend and to study in the United States de-

> to ignorance of Middle East history), with implicit contempt for Arab behavior (they must always be held to a lower standard), that poisons so much of Western reporting on the Middle East. NICEL PANETII East Lansing, Mich.

Altering public views of Western art TO THE EDITOR:

In his letter criticizing the wall texts of the National Museum of Art's "The West as America" exhibition (" 'Revisionist' exhibition was overly didactic," Letters to the Edi-tor, February 19), Chorles A. Miller misses my point. In my Opinion plece ("Revisionism Has Trans-formed Art History, but Not Museums," January 22), I did Indeed porray the exhibition as an example of beleaguered revisionism." But I

11.3

OPINION

FRANCE

March 25, 1992

"OMELETTE , MADANE , OMELETTE," Plop GORMAN SUPPLICATES DELIGIOUSLY

serve better than what is available in r than what is available at AARON SEGAL Professor of Polltical Science University of Texas at El Paso On Autigneeral, 1991-92, Florida line ranisonal University University Park Campies Minmi El Paso.

m Polestinian article?

The recent piece by Ellen K.

Caughlin on the Pulestinians I"As

Perceptions of the Palestinian People Change, Study of Their History and

nnti-Israel bias that I feel it necessary

to write to protest its purticular mis-

estinians during that engagement.

and especially the massagere of hun-

dreds at the refugee cumps at Subra

and Shatila, provided sympathy for

them, scholars say, and created un

opening for studies that looked at

Is not the communicate interpre-

tation of the uhove sentences that it

was Israelis who nussucred bun-

them in a more empathetic way."

TO THE EDITOR:

SOMEWHERE

perimentation. Translating misor ist art-historical research intens um exhibitions is a tricky more There are no proven formula Cur Anti-Israel bias

tors will err and learn from there rors. They also need freedom neperiment.

"The West as America" was the first nationally visible exhibites deal critically with representational Native Americans and the impany Munifest Destiny. Inevitably it ga-Society Grows," February 19) pro-vides such a thoughtless example of crated controversy. Vet indicate the comment books placed at the sil of the exhibition, a majority of the tors welcomed this new perspective reporting of history.

Coughlin states, speaking of atti-One visitor wrote: "At list, we at attempting to write the real is tudes to research on Palestinians: America-und her powerful mytic images." This visitor was typical to the Isrneli invasion of Lebunon in 1982. The harsh treatment of the Pulhundreds who understood both fit exhibition's aims and the difficulty of

also acknowledged that "The West

there is space to art museum free

The real question is whetherers

us America" had its flaws.

renlizing them.
Yet Professor Miller believes #8 the problem with "The West a America" was simply its wall test Had the show been less didactic, h writes, it "would have provided a controversy." Thus he implies to "The West as America" and shall deserved from neoco numists and right-wing Sentor. Following Professor Miller's lept.

dreds of Palestinians at the refugee enmps? Would any render ignorant of museums ought to avoid controlled the events conclude that the massuat all costs. Yet controversy a de eres were in fact plonned and carried lifeblood of democratic culture. Its That the remainder of the article is printed out in my essay, we sale relatively free of anti-Israel bios is just a reminder of how pervasive and because museums and corporate bitions "fear controversy and critical unconscious assumptions about the thought." In this regard, Professi Middle Enst tend to be. It is the eom-Miller's letter reads as a plea for b bination of a lack of understanding of midity in the face of neoconserval Israell politicol stances (often related

Despite its problems, "The Wes as America" altered the way the pub lie looks at Western art. The my say ers know that there is now no july back to Cowboys and Indians as al, which probably explains the eries of pain and outrage as well at their continuing obsession with the exhibition's wall texts.

Associate Professor of An Hung Bud Annerican States College of William and May Williamshap, is

Correction

In a letter to the editor in the Feruary 19 issue of The Cheath.
"The Quarrel Over Feenins fills ophy Continues," Delia Class file ophy Continues," Delia Class file or was incorrectly ideolified. Shair graduate teaching fellow orths as her Ph.D. in English at the University of Cheat Continues. ty of Oregon.

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May 27

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Salary range: \$71,000 (Aust) ps. Limited Term Application, available initiatily for ann to time yeaks; appointments for a time is passe; appointments for a time is passe; appointment for a time is passe; any logical, conditions for all instantiationnesses included in the passe any logical, conditions for all international internat

CURTIN IS AN EQUAL OPPORTUNITY EMPLOYER AND P

HORRY-GEORGETOWN TECHNICAL COLLEGE **FACULTY POSITIONS**

The College is a two-year community/technical college local-nillys from Myrtle Breath, South Carolina, the content found not "Grant Strand". The Colleges a tally accredited by the Southand that of Colleges and Schools (SAA S), affecting 34 programs in the Colleges, Diphonas, and Certificate levels. The follower should be 1,803, will a full-state lacetily and sout of 170.

Herry-Georgetown Technical College invites qualified appearapply for the following partitions:

OFFARTMENT HEADINSTRUCTOR, CIVIL BIGORISS
TECHNOLOCY - Minimum qualitications are a Bacher's Open
Civil Engineering with professional engineering frome fails are
related wink experience or a Master's Degree in Cell Engineering
litter years' archited wank on perience. Applications ander sensiti
et accepted until April 17, 1995.

INSTRUCTOR, COLF (COURSE MANAGEMENT-histomrest-cathurs are a Buchelor's Degree in Agronomy or related are winter yours' work related experience; Marter's Degree preferred R.B. in able, Pasilium upon until filted.

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INSTRUCTOR, COMPUTER TECHNOLOGY - Ministra quibitions are a Bachelor's Degree in Computer Science with the particular area in a Bachelor's Degree in Computer Science with the particular degree of the particular properties of the particular properties and particular properties and particular properties.

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NSTRUCTOR, ASSOCIATE OEGREE MURSING-blaiss (NSTRUCTOR, ASSOCIATE OEGREE MURSING-blaiss (Nathura are a Manter's Degree in Nursing with a concentration burg plus one year's professional meeting appeteres and laid it forms to practice nursing in South Carolina. Rodition open with

INSTRUCTOR, MATH - Minimum quadifications are clientingree in Math or o Master's Degree with 18 greducts small results (Math. Applications and/ar résumés will be accepted until April III. SOILS LAB TECHNICAN Applicants should possess meaning the property of the prop

- sung overred. Position upen until filled.

All positions will be available August 17, 1992, and salots after mensurals with education and experience. Subset fairer of springer, resume, and cupies of transcripts for Personnel Office, South Center of Section 1995, Contract of Contract of Contract Office,

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FACULTY POSITIONS

ROBERT MORRIS COLLEGE

Pittsburgh, Pennsylvania

ACCOUNTING

(Assistant/Associate Professor)

COMMUNICATIONS

(Assistant/Associats Professor - 2 positions)

FINANCE (Assistant/Associate Professor - 2 positions) Teaching competence in two or more areas including: cor finence, finencial institutions, portfolio management, invesantly in finencial forecasting, intermetional finance, spec

MANAGEMENT

(Assistant/Associate Professor)

Ability to teach business policy, labor-management relations, human resources management. MARKETING (Assistant/Associate Professor)

Emphasis in international merketing and ability to teach related market-

(Aasistant Prolessor)
Experience in the sport/recreation industry including but not limited to: facility menagement, programming, media relations, sport economics and finance, aport taw.

SPORT MANAGEMENT

Commitment to excellence in undergraduate and graduate teaching.

Evidence of interest and ability to participate in scholarly activities and community/professional activities.

Rebert Morris is an independent coeducational justitution that has experienced rigid growth over the last two decades and is now in e dynamic development pleas. The College server narry 5500 degree-ceeking suddents in two locations: a 250-acre residential campus neer the Greeter Pitteburgh Marestional Aprox, and a content in the heart of downtown Pittsburgh.

Pitaburgh is one of the most livable cities in the United States and has a diversified economy that centers around high technology, education, research, and medical services. Recreational and cultural amenities in the community

Founded in 1921, Robert Morris Coffege is a focused business institution offering endergraduets and graduete degrees in business administration and selective bachefor of erts degrees in English and communication.

All inquiries will be held in strict confidence and applications will be accepted until the position is filled Robert Monte Colege is an Equal Opporturity Employer.

All interested applicants should apply to the:

Director of Human Resources

Narrows Run Road

Coraopolis, PA 15108

Generalists to leach in two or more areas; basic writing, reading, liters-ture, advertising, public relations, professional writing.

The following faculty positions are anticipeted for September, 1992:

Teaching competence in financial accounting.

C.P.A. and recent relevant experience preferred

Coursework in rhetoric or linguistics deeired.

Practical experience would be an advantage,

atsful candidates should have:

Earned doctorate.

Cubaic, liberal arts college, has a tenure-

eriminate on the basis of race, color, as sional or athnic origin, handlesp or sea.

Robert Morris

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Lincoln University is no 1870 Land Crant and Title XII treatment located to the Capitol City of Messium. The University has a tectally diverse student population of approximately 4,100 and offers Associate, Baccalaureste and Master's degree.

LINCOLN UNIVERSITY HAS THE FOLLOWING JOB OPENINGS (All teculty positions are contingent

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infalon merchendiding Industry infalor teaching of leaktion merchandising curriculum is required. Cerebine, May 5, 1920 or mill title.

QUERIES TO: Richard C, Hinst, Deen, College of Business, Lincoln University, P. O. Box 29, Jefferson City, Missouri 65102-0029; [314) 681-5487. Deadline: May 12, 1992.

OLEMES TO: Richard C., Petal. Joan., College of Bysichess, Lincoln University, V. C. Box 29, whether on City, Missouli 2002, 2007, 2

Sand applications to: Chairperson, V.P. Institutional Advancement Search Committee, Lincoln University of Missouri, 820 Chairnet Street, Julianon City, MO 65102-0029.

DOU Commission Series, columnicate City, vide Colorado Casa.

TO APPLY: Utiless otherwise instructed less individual job issings.) Submis a letter of application specifying the position title end code number, curriculum vitas, official undergraduate and graduate transcripts, and fines current letters of irreference to the Personnel Office, Lincoln University, P. O. Box 29, Jafferson City, Wisksourt 65102-6510.

Histo. Apply to Dr. Richard Ladd. Interim
Dean, Heart F. Strd. Jr. School of Business, Sheenstode University, Winchester
Virginis 22001. EOE/AA. Apply to Dr. Richard Accountry, Apply to Dr. Richard Ladd. Interim Dean, Heart Str.
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tion/Office Administration disciplic for the upcoming scadenic year. Applications and normalisms will be excepted smit the position is filled. Approviate terminal de-grate of A. B.O. states reception. A repond to Dr. Stadey W. Weatherford, Chair. Olvi-sion of Bastinss and Economics, Concret College, Athens, West Virginio 24712, AA ECE



Embodying the finest alsomeris of New Englands learning that the finest alsomeris tradition combined with excellent professional programs, Colby-Sawyer College offs sean environmentals schartzed by a close, rewarding interaction between two who come hare to be and those who come hare to be an extended to the combined trade of the combined to the co

We era interested in tacuity members who demonstrate love for and excellence in teaching and value inversance with students and computition. Mantoring and advising as important components of lecuity performance.

in 1992, U.S. News and World Report chose Coby-Review earner of the lop two "up and corners" in the North-Photoly college in the category to be named among the bat is these consecutive years. We are assisting faculty member who went to make the best even belies.

ACCOUNTING AND FINANCE

The Prolessor will teach introductory and managed accounting and other fine noted courses, as well as paraged in course and program development. Stong coputs stills are assential, as is the demonstrated steps teach effectively of the undergredusts sive! Previse prolessional financial or accounting experience is designed. An ARA is required.

MATHEMATICS

At the Instructor or Assistant Prolessor level, this post-polycles the opportunity to develop an exciting metical courriculum and lasch instructions level mathematic courrea, auch as finite main, etalstics, calculus and said safe "main. Candideless must be able to work whis wide spectrum of suddenta. A Ph.D. Ed.D. or ABD is destrabling. In Mestiere degree in required.

in addition to the rewards that come with contribute to Coby-Sawyer's ecademic reputation and patternate, our small town New England location offers the dward applicated, four equator, country tiving. We offer aspetitive salatine and benefits, including better exauted for amployees and dependently.

Biarting date is late August, 1992, We will begin screens applications immediately and will continue to accept ex-cations until suitable candidates are found.

Please send your tellect of application, resums and to names and telephone numbered the relarence for Page Brown, Director of Human Resources, Dept. C, Calip-Bewyer College, New London, NH 03267. An epil opportunity employer.

PUBLIC RELATIONS FACULTY

Ball State University

Muncie, Indiana

Our meltionally recognized public relations sequence in an ARMA embly meltion processing the processing and principles, publicity writing. PHI confusions, case states, compare an experience of the undergreates and expensive parts. However, the processing a state of the processing and the processin

If appointed, you will join 22 other faculty in a Midwestern journalism total ment known for graduoling well-prepared professionals, educated one tradity campus where teaching is taken sentously.

Send professional résumé, names of el least three reference, and disa transcripta loc Dr. Earl L. Conn, Chair, Department of Journalism, Bal Sat University, Muncie, Indiassu 47306-0485.

Ball State University is an Equal Opportunity, Afternative Action English and le strongly and actively committed to diversity within its community

Tenure-tuck is culty positions at last my toutAssistant Professor (except as noted) in the following discipliers, subject to availability of state familing Applicants are fundered may on leveral special based on some positions. Application are fundered may only the state of the

NOLISH
A generalist with specialization in professional writing and eriling for our writing tack. Background in multicultural literature, using computers in composition, and/or women's studies a plus. BEHAVIORAL SCIENCE—Assistant Profe

ARIAMONAL SCHENCE—Assistant Probesor
Doctorial required with work, experience in the Human Services Reld, Will
tench course in the Human Services program and the Graduate Courseling Program, Andimentine Will and experience with a veryel of columni
graph and Dithcal Issues, there and Calitud Diversity, Advanced Announi
Psychology and Interceiving (Echinque)
MATILIAMICS—(I or 2 positions)
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candidates with caperate in accordary mathematics or remedial manners are the control of the contro

NULLSHIKC—InstructorNashikat Professor
MISSING—InstructorNashikat Professor
Master's Degree in Nursing in quided, doctorels preferred, specially in Materia Pulger in Nursing in quided, doctorels preferred, specially in Materia—InstructorNashikat Pulger in Nursing in quided, including expedience, particularly in bacchaneate setting destroite, in Nursing, including expedience, particularly in Part-Instruction Instruction in Nursing, including in Nursing sequence, particularly in Nursing, including in Nursing sequence, particularly in Nursing settings, Professor in Nursing in Nursing settings, Particular Sequence, particularly in Nursing settings, Physical assessment adds required. Teaching expedience, particularly in NURSING Instructions.

HUMANITIES—Instructor/Asalstant Professor
Terminal degree [MfA, Ph.D., Ed.D.], Must be able to handle studie
courses as well as art history courses.

Review of applications will begin March 30, 1992. For additional informa-tion, call (508) 345-2151, ext. 3172. To apply, send réalimé, transcripts, three laiters of recommendation, and letter of application to: Fitchburg State College Personnel Office 160 Pearl Street Fitchburg, MA 01420

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WEST GEORGIA COLLEGE **School of Education**

nt Chairpenson, Counseling and Educational Psychology. Wen Georgia tool of Education, seeks applications for a twelve-teenth tenure-track chairper nd salary commanquets with qualifications, to beain in September 1992. West Georgia College, located one hour west of Adapta, is a feet-growing serior legitiators in the University Systems of Georgia. The eight departments in the School of Education office NCATE approved programs through R.S.Ed., M.Ed., and Ed.S. degrees and a doctoral program offer of the College of the Col program offered in cooperation with this University or Ceorge Please submit letter of letent, vita, Unfolficial transcripts, and three leases of inference to Dr. Paul Phillips, Chalethers, Search Committee, School of Education, West George College, Cornolition, Groups 301 18 o Mari until nestion is illust

West Georgie College is on equal opportunity analoger in addition, 4 has a signous allumative action program and ouroges the applications of examen and members of misority groups take a m qualified for this position

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Anticipated ASSISTANT/ASSOCIATE PROFESSOR (2 Positions) LOUISIANA STATE UNIVERSITY

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College of Education Department of Kinesiology The Dapartream of Kincsiology is seeking to fill two require-mark portions.

Appointments are for the academic year, beginning August 1992, "Pending Final Approval". Salaries are commensurate with qualifirations and expansions.

ears.
Assistant or Associate Psofessor in Exercise Physiology, Qualifo-mom include: a decusarie is Exercise Seferore, evidence of scholarly striv-ing, not solection of structing assertand inspling. There exercise technique asse-rated in the second of the second of the second of the second of the range undergodium and graduat occursts, solving graduate underent, and assing external lands in addition, that position offices the possibility of a look appointment with the Psentagon Stonetical Basearch Center. Chair, Exercise Physiology Servit Commission. 50: Thighly Works.

Assistant Froisevant Homenstein Ur. Hugh Wolch.
Assistant Froisevant in Homenstein-IC, Qualifications include: a doctorsare with emphasis in homensteinies, evidents of scholarly activities, and
research interests in morae control determing sauser Repossibilities in
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courtes, advising features trudents, exching esternal handing, and developing a homenchanic lab, Chair, Bioteechanics Search Convenience: Dr. Richand Magill.

and Magill.

Nor each position, subanis letter of applicration, vita, relevant abstracts and reprints, and a list of three references to the appropriate christ as: Department of Kincistology, Louisins State University, Baston Rouge, LA 70803-7101. Applications sectived by April 7 will be given first consideration, but all applications will be considered quartile the positions are filed. EECI/A.

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UNIVERSITY OF NEBRASKA AT KEARNEY

Department of Special Education/ Communication Disorders FACULTY POSITIONS

SPECIAL EDUCATION - Assistant Professoc in tours-track position to tasel undergraduatelegraduate courses in special aducestion and to develop actly oblitically supported aducation programe, additional responsibilities represented to the obligation of the professional state of the procession of the professional state of the procession of the professional state of the profession of the professional state of entistuos special education and mildisuoderari disabilities preferred, SPECOULANGUSE PATIOLOGY, Asalatan Proteone in testure-tree, positiva in ESS aerendisol pragram. Responsibilities include teaching un-dergraduale sodi producta countes, superviving elitinol practelum, and ad-viving students. Intatosi and expertise in one or more of the following acros-tic destribution segmentativoidermatic commencia colon, dyshapsis, specer-mal berting science, grant criting, and retecents. Estroed doctorate and COC SLIP responsive accedence and circular teaching surprience elestables. Salary commensurate with qualifications. Send letter of application, vite transcripts, and 3 current letters of recommendation by April 30, 1992 to

Sparch Committee

Department of Special Education/Communication Disorders

University of Nebrasia 41 Kennicy
Kestracy, Nebrasia 68619

[308, 234-3315

Starting date le Auguet 24, 1992, or until positions are filled.

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Communications/Breadcasting: jdaho State
University invites applicable for one-year
temporary appointment betweening Fall 1992
to leach courses in television production,
corporate video, cable television, greeni

SCHOOL OF EDUCATION, FACULTY OPENINGS IN **HUMAN SERVICES AND** MATH AND BUSINESS HUMANITIES

> Position #1 Job Title: Assistant/Associata Professor of Psychology

Job Talic Assistant/Associate Professor of Psychology Job Description: Responsibilities include teaching nine senselse learn of graduate students, service to unbersity and university consistancies, and curriculamicities development. Public on Scription only appointment with summar saching board on program needs. Courses are buggle at vertous searchand little.

issitutional sites. Qualifications: Candidate must possess an earned doctorate in Psychology with emphasis in School Psychology. Professional experience in materials with emphasis in School Psychology. Professional experience in materials experience in the service of the professional experience of the professional experience in the profes

Position #2

Job Tale: Assistant 72

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Job Dacription: Responsibilities include teaching nine semester learn of graduate courses, program development, research and state advising. Position is a nine-month epotentiment. Summer ed on program needs.

bitings to assist on progrem needs. Qualifations: Candidate must possess an earned doctorate Curriction and Instruction (or related field) with earnorg background end esting in middle level education. Professional teaching experience is required. Evidence of research, publications and other qualifications consistent with rank ere necessary. Innovalete and creative stategies for teaching and supervision ere encouraged.

sengine for executing and supervision are encouraged. General Information: Candidate should submit to later of applica-tion, vita, three letters of recomms relation and names of references, solving current supervisor who might be called during screening process. Employee banetits. Solar Commensurate with avnerience and qualifications

Sarting Date: August 15, 1992. Application Closing Date: Review of applications will begin immediately and continue until position is filled. SUBMIT APPLICATIONS TO:

PERSONNEL OFFICE
West Virginia College of Graduate Studies
P. O. Box 1003
Institute, WV 25112 Phone: (304) 766-1994

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EASTERN KENTUCKY UNIVERSITY

> **Assistant Professor Tenure Track**

The Department of English of Eastern Kenhacky University seeks on indi-tiful qualified to seach writing, reading, and study stells and who work have a posticular interest in teaching a six credit hour develop-ment course combining writing and reading instruction. The effective traffic does it August 15, 1992.

Intellig date is accessed 18, 1907.

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inskyment eligibility verification required, immigration Reform and Control Act of 1986, An Equal Opportunity/Affirmative Action Employer

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DEPARTMENT

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Uleh Stele University is a Land Grant
University and an Equal Opportunity. Affirmativa Action Employer.
Qualitied women, minorities, and
members of other proteoled gloups
are encouraged to apply.

HOWARD COMMUNITY COLLEGE **Faculty Positions Available**

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General Requirement All pursuan requirements and recognition of the continuous of the continuous of the continuous and the continuous of t Division Chale Appointment, Communications

Arts Tear her Art History, Osawing, and Interdisciplinary art cruster, requires MIA in Osawing/Painting Recruit-ment #128.

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HOWARG COMMUNITY COLLEGE Chica of Personnel and Athinsters Action Link Patroent Patroux, Columbia, Mandard 21044

RCC is a smake lose environment

Cabrillo College

Santa Cruz County, California ANNOUNCES FACULTY POSITIONS

We are scatching for feculty to join our dedicated continuity of faculty and staff. We are seeking energetic, flexible, inacovitive individuals who wish to jois and grow with one of the most highly-respected community colleges in Celifontia.

Cabinottia.

Cosmending a tweeping view of Montreey Bay, Cabrillo College serves a diverse elliptic which includes the rich agricultural Paparo Vulley and the vibrant utilivestity commissing of Saint Crus. The College is particularly intercreted in introvity applicants withing to hip serve our increasingly diverse college popul

utverse conege population.

If you are interested in joining a special community of faculty and staff, please contact in Cabrillo College Personnel Dept., 6500 Sequel Dr., Aptos. CA 95003, (408) 479-4217 for further information and sequicod applica-

TENURE TRACK FACULTY POSITIONS AVAILABLE:

Accounting Instructor
 Computer Science Instructor
 Extended Opportunity Program and Services Director

EMPLOYMENT CONTINCENT ON FUNDING AND COVERNING BOARD APPROVAL AN EQUAL OPPORTUNITY, AFFIRMATIVE ACTION EMPLOYER

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Nursing: Text hey through and clinical courses in inhighated may long centre ultime in the play program, sone, externing hours returned, market it happer in turnship and a minimum of sea produce reaches in order also yet opened. Per cultiment of 3134.

Nursing - Evening Program: lead has theory and a line of courses in integrated national courses in integrated national course into deep and speakent program, count risy foots required, maneral refute frequent in maning and a nationary of segulpate redute in count after required. Permission # 315,

COLLEGE OF SCIENCE AND MATHEMATICS

The University of Nevada, Las Vagas is one of the fastest growing universities in the nation with a current enrollment of more then 19,500 students. UNLV was recently cited by U.S. NEWS & WORLD REPORT (1990-91) as one of the "up-and-coming" colleges and universities in the United States. Located in coamopolitan Las Vegas, the university has the strong support of the community's rapidly growing population of 850,000 residents.

The University invites applications for the following tanuretrack positions:

BIOLOGICAL SCIENCES

BIOLIDERAE, SELENCES
Assistant/Associate Professor (3 positions). Invertebrate Physiology, Developmental Biology, Plant/Microbe Interactions, April 10, 1992. Contact: Warren Burggran, Chair, Department of Biological Sciences.

MATHEMATICS

Associate/Full Professor (2 positions). Pure, applied, math aducation. April 15, 1992. Contact: Pater Shiue, Cheir, Department of Mathemetical Sciences.

Assistant/Associate Professor. Applied Math. April 15, 1992. Contact: Peter Shlue, Chair, Dapartment of Methematical Sciences.

Submit applications to the attention of specific parson listed to: University of Navada, Las Vegas; College of Science and Mathematics; 4505 Maryland Parkway; Las Vegas, Navada 89154-4001. UNLV is an AA/EEO

A YOUNG, PROUD, AND GROWING UNIVERSITY

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MISSISSIPPI UNIVERSITY FOR WOMEN

Missis appl Praversity for Women marties manimations and applica-tions for our fanding teachers and academic feaders to full the positions listed below

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BUTH BOBINSON SMITH CHAIR IN EDUCATION

Misslyship Interestly for Nomen seeks capilitates for membershowed rhalf in the Dibbsion of Education and Home Featmonte. This cloth is made provide by an endowened treat the content provide by an endowened treat the eviden of Mrs. Hall Ruddrason Saulli, Mrs. Smith, a former Missischipi University for Woner of student, Jampid In the public elementary schools for 30 and public the public elementary schools for 50 are en statent, Laught in the juilder Floutenbay schools for 30 years. Fauncel doctune required, Specific not an Aspecialization open but the person-selected should have comprehences and expedience with infol-dlesselmed level studients. We are particularly interested to candidates with have knowledge do interest in computers and Internetive video. Bank and sulary communicated with experience and qualifications an appoint the feeling position.

REPORTABLY READING AND SUPERVISION

The faculty member will beach rouding and supervise elementary stu-dent teachers. Ramed the troubt and three years' public school leach-ing experience me regulated, bank of Assistant Professor or higher. Position prouding funding.

Letters of nomination or application for both positions should be sent

Dr. Fenest Kooshury, Head Division of Educution and Huma Economics Miscloshpil University for Wonten Box W. 1637 Calmilluc, MS 38701 Phone (601) 320-7175

Applications accepted until positions are filled. Starting date for both positions: August 21, 1992.

Mississippi University for Womon is an Equal Opportunity and Affirmative Action Employee

INSTRUCTORS Tenure Track

We are anticipating several full time positions becoming available

BIOLOGY: (Fall, '92) Will teach primeraly Principles of Biology and Nutrition. Must have B.S. and M.S. in Blology, 2 years' teaching capacience, prefeatably as post secondary level, plus precuted experience or registered disciolan helpful but not mendetory.

NURSINGs (Fall, '92) Will teach the Med/Sug component, both clinical and didactic of this associates degree progress. Must have MSN and Illimois hecease place 2 years' clinical axpanence.

SPANISH: (Fill, '92) Will teach till level; of Spanish, including conversa-tion end composition, Must have Master's in Spanish language and/or huser are or equivalent. Native or nest-mainty future, in Spanish and English, plus prior texching asperience as the post secondary level. Knowledge and/ Or experience with Hippanic culture deletable.

VISUAL AFFS: (Spring, '93) Will tests froundation comme in jewelsy, sculpture, ceraricis and/or 3-D design, manage and supervise 3-D instructional entition, and conclusar b-D program development. Mush have MFA in one of the above 3-D areas, prefer eaching and/or axperience in additional 3-D areas.

If interested in any of these pocitions, e leuct, resumé, mauss and telaphone numbers of three autrent references, as well as unofficial copies of transcript must be on file with the college no later than 5.00 p.m. C.S.T. on April 17, 1992. Pieces send documents to:

Pag Gorman Director of Human Resources Right Community Collegn 1700 Sparten Dalva, Elgiu, IL 60123

Minority instructors are in demond to provide e quality education to our college's blend of audients from a wide range of cultural, ethnic and social backgrounds. We are aggressively recruiting women, minorities and individuals with physical diebilities to join our team.

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OWEN GRADUATE SCHOOL OF MANAGEMENT

Vanderbilt University

Faculty Position for 1992-93

The Owen School anticipated filling one podtlon in Marketing for the fell of 1992

[1992] GENERAL CILALFICATIONS AND EDUCATION. The candidate for this position must have the Rho. or equivalent degree and must have expensive in tessears had reaching commensuate with the posi-tion for which application is made. Applicants for the position of Additional Professor should entitipate completion of all requirements for the doctoral prior to the date of comployment. Candidates who will gave completed as danger requirements occopi the disaction will be considered for the right of larger requirements occopi the disaction will be considered for the right of the consideration of consideration of

APPOINTMENT AND SALARY

APP-DIVENIENT AND SALARY
The appointment will begin in lase August 1992. Faculty salaries are highly competiove and are determined on the basis of rank and experience. Salaries in echool of management are substantially above salaries in many other areas of the aniversity.

or the annexing **THE OWEN SCHOOL **THE OWEN SCH

Nancy Lea Hyer, Associate Dean Owen Graduate School of Management Vanderbilt University 401 21st Avenue South Nashvilic, Tennessee 37203

CONTRACTOR OF THE PROPERTY OF

FACULTY

Pellicippi Sate Technical Community Cullege seeks applicants to the fol-lowing anticipated tenure-track faculty appointments effective August, 1992. Filling positioses will be confliged upon sofequie funding. Repossibilities include teaching courses, advicing stadents and participating in faculty serv-les and professional development scivibles.

ice and protessional overlopment activities.

Chemical & Environment Engineering Technology Instituctor
Muster's degree in Chemical Engineering with 18 graduate semester hours
into a regionally accordiant college por university, and three yeary' experience including chemistry and Hazardous Waste Remodalism. Tesching exprisence in two you to technical community college preferred.

CMI Englaceding, Department Head Master's degree in Environmental Englacering ur Civil Engineering with Master's degree in Environmental Englacering ur Civil Engineering with Communication of the Master and Communication of Security work experience in the Helderling on Master and Englacer as I to open community college and experience in environmental clean-up industry and building programs preferred.

program preserve.

So of 87 in Communication Graphics Technology Instructor

So of 87 in Communication Graphics/Commercial Art. A minimum of lince
years' experience in commercial or spirick sits. Candidates interviewed
must submit a portfolio including oxamples of free-hand, mechanical and
computer-generated graphics a view. Experience on Actinitate Computertes of the program of the program

Study Stills Instructor
Master's degree in Educations I Psychology, Psychology, Guidance and
Counseling or related Beld with minimum 18 graduate semester hours from
a segionally accredited college or university and two years' supropriate
reaching experience required.

Review of applications will begin April 27, 1992, 5end application package including a PSTCC application, recurre and college transcripts to:

Human Resources Office Pellissippi State Technical Community College P. O. Box 22990 Hardin Valley Road Knoxville, TN 37931-0990

PSTCC is an equal opportunity, affirmative action employer.

SOUTHERN METHODIST UNIVERSITY

Boulbarn Methodist University hos on opening for on Assistant or Associates Professor of Accounting to the Edwin L. Cox School of Buat-Associates Professor of Accounting to the Edwin L. Cox School of Buat-Associates and the Company of the Cox School of Buat-Associates and the Cox School of Buat-Associates and the Cox School of Buat-Associates and School of Buat-As

CHAIRPERSON

Department of Hospitality Management College of Business Administration University of Central Florida Orlando, Florida 32816

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An altractive compensation package is offered.

Interested applicante chould submit a letter, curriculum vitae, and thesere of three references postmarked by April 16, 1992, to:

r postmarkeet by April 16, 1992, to On. John O. Hatfield Dean's Office College of Business Administratio University of Central Florida Orlando, Florida 32816

The University of Central Florida is an Equal Opportunity, Alimatine Atom Employen, Ac an agency of the State of Florida, UCF makes all seatch month available for public review.

EASTERN KENTUCKY UNIVERSITY



Department of Mass Com Assistant/Associate/Professor **Public Relations**

Nine-month tenure-track position. Datles begin August 15, 1992.
Qualifica-thanst Master's degree and significant professional up flence required in public relations. Doctoral degree and isother superience destrobles.

experience destroble.

Responsibilitiest Teach four courses per semester in public the flors and moss cammunications. Specific course leckes Merica Relations Principles, Public Relations Principles, Public Relations Virtiling, Public Relations Compogins, Medio Campoigns, Desictop Publishing and other sets and course and other sets.

Rank and Salarys Commensurate with academic prope

ond professional experience.

Deadline for Applications April 20, 1992.

Department of Mass Communications the Department of Mass Communications provides instructional programs teach, bocalaureal degrees in broadcasting, journalism and plais storal storal Eastern's public relations program is certified by the hit Ralotions Society of America. Approximately 375 studes majoring in the department; 150 are studying public relations.

The Universitys Eastern Kentucky University has an enrolling opproximately 16,000 students. It is located in Richmond, Kentucky Only of the University of about 24,000 inhabitants. ocorraments of about 24,000 inhabitants.

Applications Nominations and/or applications with resume of the nones of three references are twisted and should be set it is the nones of three references are twisted on a Department of Man Yould Real Communities, Department of Man Communications, 102 Denovan Annex, Eastern Kenticky University University Communications, 102 Denovan Annex, Eastern Kenticky University Communications, 102 Denovan Annex, Eastern Kenticky University University Communications, 102 Denovan Annex, Eastern Kenticky University University Communications, 102 Denovan Annex, Eastern Kenticky University Communications, 102 Denovan Annex, Eastern Kenticky University Communications, 102 Denovan Annex, 102 Denovan An

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LYNCHBURG COLLEGE

IN VIRGINIA

Lynchburg College invites epplications for 1992-93 faculty positions. The Collego's distinctive curriculum includes the Knowledge Initistive, which equips faculty and students with personal computers and supports many forms of computer-related teaching and the Lynchburg College Symposius Readings (LCSR) Program, in which forty faculty members suppleme course materials with a published collection of classical texts and emphasize student writing and speaking. Lynchburg College values good reaching, commitment to students, and professionel or scholarly interests. Salary and benefits are competitive. Review of epplications will begin in April and continue until eppointments are made. Please send credentials, including vits, references to the individuals listed below.

ART. The Department of Art seeks a two-dimensional art colleague to teach undergraduate courses in drawing, painting, printmaking and basic graphics and/or art education. Will oversee studios, advise students, and be active in the life of the department and the College. Qualified applicants will hold the MFA and will send (as applicable) letters of reference, transcripts, syllebi of current courses, up to 12 slides of own work, SASE. Tenure-track; preferred rank, assistant professor. Richard G. Pumphrey, Chair; Search Committee;

EDUCATION. Elementary education-curriculum and Instruction specialist sought by School of Education and Human Development. Qualified applicants will have an earned doctorate in curriculum and instruction or elementary education, three or more years teaching experience in an elemen tary school, time and energy to devote to curriculum development and program improvement activities, and demonstrated scholarship related to elementary school teaching. The School offers both undergraduets and graduate programs leading to teacher certification and a master's degree in Curriculum and Instruction with an emphasis on Early Childhood Education. Tenure-track; preferred rank, assistant professor. Chair, Search Committee Curriculum and Instruction-Elementry Education; School of Education and Human Development.

Lynchburg Collego is a private coeducational, liberal arts institution of 2,300 undergraduate and graduete students, affiliated with the Christian Church (Disciples of Christ), a liberal Protestant denomination. Lynchburg is a metropolitan community of 150,000 persons located near the Blue Ridgo Mountains, 3 1/2 hours southwest of Washington, DC. The city has a diver-sified economic base, excellent public schools, a mild climate, and many opportunities for recreation. Five colleges enhance its cultural life.

> Lynchburg College 1501 Lakeside Drivs, Lynchburg, VA 24501-3199.

EASTERN KENTUCKY EKU UNIVERSITY

Eastern Kentucky University is a 17,000 enrollment University located in the Kentucky Bluegrass area, 20 miles soath of testigation. The College of Eastern Kentucky University has 2500 students and has the lorgest N-12 laboratory school in the country. The Callege has the following openings:

Three Visiting Assistant Professor Positions

There visiting oppositions and only the possibility of becoming o hourse fact position. Renevoble onnucly up to o three year mostimum. If and when o visiting position is converted to tenure track; the present holding the position core position cored position in advantage of the core position cored positions and cored position cored position cored positions and cored position cored positions are correctly cored positions cored positions and cored positions are correctly positions and cored positions are correctly positions and cored positions are correctly positions are correctly positions and correctly positions are correctly positions are correctly positions and correctly and correctly positions are correctly positions.

field of specialization.

COUNSEIOR BUILCATION: Visiting Assistant Professor to teach counseling and human develop-ment dosses; coordinate proclicum and field experiences; and perform after responsibilities as described down-School connecting and indexing required.

DEPARTMENT OF CURRICULUM AND INSTRUCTIONS Visiting Assistant Professor to teach

DEPARTMENT OF CURRICULUM AND INSTRUCTION: Visiting Austion Frefesor to beach course in Early Hemnlary Cleanoom Menagement, Middle Grade Curriculum, and Social Studies or Reading/Longuage Arts methods, and perform other responsibilities as described above. SPECIAL EDUCATION/COMMUNICATION IDSORDERS Visiting Assistant Professor to teach in Communication Disorders Program and perform other responsibilities on described above. An anomal decional in the area of Speach lenguage Pathology, SSHA-SUT, separities in peach and feature of the performance of the performan

Tenure-Track Positions

Each tenure track position carries responsibilities in teaching, advising, publishing, supervising, and other activities desired important to the college.

THE DEPARTMENT OF ADMINISTRATION, COUNSELING, AND EDUCATIONAL STUDIES.

Assistant Professor to teach measurement, statistics, and advanced educational psychology, advising additional consulting students, and perform other regular faculty assignments and responsibilities a described above. An earmed accidente in Educational Psychology or Courseling is required.

pleaserbeed above. An sermed declarate in Educational Psychology or Counseing is required.

THE DEPARTMENT OF CURRICULIAN AND INSTRUCTION Assistant Professor to thoch undergraduate and graduate and gr

THE DEPARTMENT OF CURRICULUM AND INSTRUCTION: Assistant Professor to leach under THE DEPARTMENT OF CURRICULIUM AND INSTRUCTION! Assisted Protessor to local under graduate and graduate decises in Social Science Education and Secondary Curriculum and petrolom other responsibilities as described above. An sommed doctorate in Education with a strong background in the social decise is required. Successful obless beckling superinary, work with shall bechars, and to listery of professional and scholarly involvement or a <u>desirable</u>, Successful superinary on it high school social science beacher is grangified.

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Applicants should clearly specify the position for which they are applying. Completed applications should indeed: (1) letter of several should indeed; (1) letter of several should indeed; (2) or curricular indeed and several should indeed; (2) or curricular indeed and several should be sever

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Northern Montana College

ILMINTARY EDUCATION. Teruro-track poeition. Testing under-Plate and graduate ocurses in Elementary Education in the area of stones machine, pencel testing methods, field separance, and Matthod foundations; obvious under greature of graduate southers. Washing to the pencel properties of the properties of the "and the pencel properties of the pencel properties approaches another in Matterial properties." And the pencel properties of the pencel properties of the stone on college committees. Destroyee in Element Public School teaching as principles. Destroyee in the destroyee in the pencel properties of the pencel properties of the pencel pencel pencel feeting of the pencel p

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Search Commission, preciping of Section 1997. Section 1997 of the Section 1997 of the

BIOLOGY

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Chemistry and Physics Positions

Union University seeking two (2) qualified unividuals to teach course in understy is seeking two (2) qualified unividuals to teach course in undergraduate physics and chemistry, beginning in the full semester, 1992. Minimum qualifications are a Ph.D. in physics and organic or physical chemistry, respectively. Renk and salvey (competitive) will exclude the competitive of the college of Ars and Sciences, Union University, Jackson, TN 38305, or call (901) 668–1818.

MT. SAN JACINTO COMMUNITY COLLEGE DISTRICT

is curredly accepting applications for the following full 1992 positions

BUSINESSISECRETARIAL SCIENCE INSTRUCTOR
ACCOUNTING INSTRUCTOR
BOCIOLOGY INSTRUCTOR
COMPUTER INFORMATION SYSTEMS INSTRUCTOR
PHILOSOPHY INSTRUCTOR

Thiss are full-time, tenure track, ien-month instructor positions. Satiries reage from 328,650 to \$56,601, with a maximean anny terel satiry of \$46,500, with a seven years of prior full-time technique operational maximer positive seven years of prior full-time technique operations cand maximer positive. So the seven years of the seven years of years of the seven years of the years of the seven years of the ye

REQUIREMENTS: Master's degree in the discipline or its aquivatent, includurate not possessing the required Master's degree must aubmit in written request for an entitlement restrict.

equivalently review.

Applications and job descriptions may be requested by calling [714] 654-8011, est. 1111. These positions are open until filled: however, to creame full consideration, application materials should critice in PISIC by no later than Pricay. April 24, 1992.

MT. SAN JACINTO COMMUNITY COLLEGE 1499 N. STATE ST. SAN JACINTO, CA 92583

WOMEN AND MINORITY CANOFDATES ARE STRONGLY ENCOURAGED TO AFFLY AARCOE

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Chesapeake College P. O. Box 8 Wye Mills, MD 21679

Science Faculty

Chesapeake College is seeking a lull-time, nine month, faculty reember in Science Faculty member must be self motivated and possess ability to work effectively with students

Requit ad: Master's degree in biology, biochemistry, chemistry or dosely related hald or in science education with appropriate content-oriented course work previous teaching experience, shifty to teach is biological science, physical science and chemistry

Dealred: Doctorate in biology, chemistry or closely related field, previous teach-ing experience of the postsecondary level.g. experience or an parasecondary level.

Sallary \$25,056 to \$50,755 with a starting salary not to exceed \$45,123, subject to final budget approval, and dependent upon qualifications and experience. Liberal frings benefits

Computer Information Systems

Chesapoake College is sorking a full-time, nine month, laculty member is Computer Information Systems. Faculty member must be self-motiveted and possess ability to work effectively with students.

isibly to cook effectively units students.

Raquined Moster, desper or equivalent in compute in locatation systems or Raquined Moster, desper or equivalent in compute to locatation systems and computer solution.

Desired hirter stering superfection: Closell, PASCAL, "Closelpuse, or assembly because; microcorrente operation and opticidate without justice and activities of the control of the con

Liberal tings benefits.

CHSSPAPARE COLLECTS is a fully accredited, publicly supported, regional community college offering 36 liberal onts and sciences, scienced, and corresponants. Located on 17th acres on Meayland's somic rural Essens Shoes, Chesspacke College is only an hour oway from Beldmore and Washington, D.C. and it easily accessible by US Route 50.

and is easily accumible by U.S. Route 50.

Selvent letter of tweest and disturns, sustrup position applying for, to.

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Chesponie College

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Female and Minority applicants are encouraged to apply.

UNIVERSITY OF UTAH GRADUATE SCHOOL OF SOCIAL WORK

Announces e Tenure Track Position in ADMINISTRATION/ COMMUNITY PLANNING

tation, community organization, and swituation research. Professional experience with diverse cultural and ethnic groups is dastred, as is experience in developing community linkages and course content relevant to the minerity experience. Feaching responsibilities will include courses in adminis

Quelifications for the position include M.S.W. with Ph.D. or D.S.W. (A.B.D.'s will be compidered if dissertation is in processe); administrative practice experience; and ability to conduct research in a substantive accisi work area.

Applications should include a letter in which qualificadense an set forth; a comprehensive vite; and names/ addresses of references who may be contacted by the Search Committee concerning qualifications.

Applications will be accepted until position is filled. Screeningto begin February 28, 1992, Wemen and minerity applicants are particularly accouraged to apply. Applications and norsinations should be send to:

Dr. Key L. Den, Deen Graduele School of Social Work University of Uteh Seit Leke City, UT 84112, Phone (801) 581-8184

The University of Utah is on Equal Opportunity/ Affirmative Action Employer

tern and staff. Successful qualifiers, will have an shilly to provide hastenshin to achieve challengian individual priora arraysh objectives; to anadalas efficience from the control objectives; to anadalas efficience from the control objective and verbal forms: tune-rior consultational, controllengton and soft contro

UNIVERSITY OF NEVADA, RENO **COLLEGE OF EDUCATION Tenure Track Positions**

The Department of Curriculum and Instruction is a tapidly growing department of 20 positions and is charged with the responsibility of providing undergraduate and graduate preparetion in elementary and secondary education

English as a Second Language | 2 positions) Rank Open

Reportabilities froids (seal/rises) residents and spatialize cornects in Equipment and Scotch Impages Analysis (seal-rises) residents and spatialize cornects in Equipment and ELL through and methodology. Affairly to test an introduction could be in methodology and an experiment of the seal and the seal

Elementary Science Education Renk Open

Responsibilities include teaching undergraduate and greduate courses in Be-merically sittince Education. Experience endor stallar in religing teachers inte-cident includes an amend declorate in exception or related for with mini-num of three years of teaching experience in public schools or equivalent, vederce of productivity or potential in schoolship and grad equivalent. Safety will be commenturate volt qualifications and experience. Screening year 1879-1879, and will continue out life oil Stemp deep or careful.

To apply: Send letter of application, vita, research plan, at least three samples of scholarly writing, a copy of transcripts and three letters of recommendation

Cleborne D. Maddux, Chairman Department of Curriculum & Instruction College of Education University of Nevada, Reno Reno, NV 88557

AVEOE.

UNIR employs only U.S. citizens and niters lawfully authorized to work in U.S.

Faculty Positions

English as a Second Languagn Fire Science French/Spanish Geography History/Political Science

MONTGOMERY COLLEGE, a muftl-camput community college in the Balti-more/Washington, DC area, entiripate filling the following full-time faculty position vascacies beginning in the Fall 1992 semester. A minimum of a mann's degree or equivalent is required.

Art Automotive Technology Biochemistry/Molecular

History Political Science Mirasgement Mathematica Manufactural Mathematica Medical Sanography Microcomputer Repair Physical Systems Engineering Political Science Economics Psychology Education Prioting Technologies Reading Science Mathematical Medical Me Speech Technical Writing Speech/Technical Writing Candidates for faculty positions must be committed to the community cal-lege philosophy and be able to relate to and address the needs of develop-mental, international, and collustify diverse sundents. Successful candidates may be assigned to daytime, evening, and weekend schedules. Review of applications will begin March 27, 1992 and continue until posi-tions are filled. The fall semester begins August 26, 1992. To receive a faculty application, call (301) 279-3574. Call toll free 1-800-152-5733 strough August 15, 1992.

MONTGOMERY COLLEGE Office of Human Resources 900 Hungerford Ot., Suke 130 Rockville, MO 20850

Montpomery College le no EEC/A A, Title (X institution Minorities and women are enquesaed to apply

WESTERN NEW MEXICO UNIVERSITY

Western New Mexico University Invites applications for an Ass clate Professor of Education and Psychology

ciale Professo of Education and Psychology.

CIMILIFOLOMOS: Treaching undergascium and graduatine Psychology (CIMILIFOLOMOS) Treaching undergascium and graduatine Psychology and CIMILIFOLOMOS. Treaching under CIMILIFOLOMOS. Ph.D., £1D, or Psychology for Ahr Approved programs perfected, or Educational Psychology for Ahr Approved programs perfected, or Education Fsychology for Ahr Approved programs perfected, or Education Africanis Psychology for Septical Psychology Search. Office for Human Resources, Western New Medico Liferacia; F.C. Size Cod, Seiver Cly. New Medico Liferacia; F.C. Size Cod, Seiver Cly.

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American University of Beirul

850 THIRD AVENUE, NEW YORK, N.Y. 10022

FACULTY OF AGRICULTURAL AND FOOD SCIENCES

The Faculty of Agricultural and Food Sciences at the American Unwebyd Befur in Behrut, Lebanon IAUBI Invites applications for faculty poisons a the level of Assistant Professor or ebove, available for July 1, 1992 or Octobr 1, 1992, in the following fields:

(1) Irrigetion and Weier Resources: Ph.D. is required in field of intigion with a good background in water resources and hydrology. Person locking and research experience desirable. The incomment will be experted teach undergraduate and graduate course, to supervise graduate select

and to pursue research.

21. Apricultural Mechanization: Ph. O. Is required in agricultural mechanization, and a graduational mechanization, or agricultural engeneeting with emphasis on machinery, the bon-best will taxtu-during seducing and will a graduate course in turn power at agricultural mechanization and will a graduate to mechanization, and advice graduate seducins magnituring in agricultural mechanization, and a advise graduate seducins magniture in agricultural mechanization, and a string segment of the property of the second property o

advise on agriculturel maximory matters at the Uniterably Fam.

(3) Psetficides and Todoclogy. The Incurvedor's responsibly will incide teaching and research, with emphasis on the study of politicides self-auctionizing, including after in the environment and cross. Lacking super-billies include undergradules and gradulate courses in protice desirable incides undergradules and gradulate courses in protice desirable. The protection of the pro

ossialow. (41 Weed Science: Ph.D. required, in weed science or crop physics, imphases on physiology and control of weeds in economic cops, levels responsibilities includes undergraduate and graduate causes in self-ence, and mode of action of hesticides, incumbent will also be reposed supervise graduate students end to pursue research in weed relow.

Appointments are normally made for a three-year period, interest peop may send their curricula vitae, with names and addresses of president references, to the Dean, Faculty of Agricultural end Food Sciences, other Yurk. Office of the American University of Beinut, 850 Third Avenus Re The American University of Beirut le an equal opportunity, affirmuté easie employer.

U.S. postports are presently invalid for travel to, in or through Lebron, et for residence in Lebanon, by order of the Department of State, and there applications from Individuals who would tavel to or reside in Lebanon U.S. paseport cannot at this time be considered.



UNIVERSITY OF WISCONSIN MILWAUKEE School of Education

Full-time, tenure track positions starting Fall, 1992

Application deadline: May 1, 1992

Assistant Professor of Educational Technology

Qualifications carried and invitation of the cilibrate sectionary.

Qualifications carried carried to the cilibrate includings are studied for all angles configurations of the cilibrate configuration of the cilibrate

Experienced Assistant or Associate Professor of Curriculum & Instruction (SAV)
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INSTRUCTIONAL POSITIONS NORTHERN VIRGINIA COMMUNITY COLLEGE announces the following Faculty United States of the College States of t

Rechem Wegletia Community College is a comprohemitive multi-campus community college serving over 60,000 students to the Weshing-a 0.C memorphism sees meropolism area observant affective August 16, 1992. Faculty are expected to engage in curriculum and course development, participate in college and operatings and other activities, and be available to teach evening and/or Saturday depose. Pleas state as cath the position for which you are applying fincluding compast designation) and send resumts postmarked by April 15, 1002 Mel to NVCC Human Recourses Office, 4001 Walkerteld Chapel Rd., Annadale, VA 22003 NVCC is an Equal Opportunity.

Academic (Transfer) Positions

Marte's degree with a minimum of 1li graduate semester bases in the subject to be teach

Computer Science, Armandain Campus
Teach all courses in Computer Science curriculus

Eastinh as a Second Language. Alexandria Campus (2 positions)

Teach to ESL program which properts students for college-level courses. Work with students as four differences.

harmation

Eaglish as n Second Lampunge, Americals Crimpus

Proofe Instruction in reading, witing, listening, and speaking in all fevels of ESL (3 positions)

Eaglide as in Becomd Language, Manassas Campus
Teach all sidle in English as in Second Language

Egilia (Devrippmental). Manason Carapus
Ench developmental reading not situng courses. Maner's degree with 18 geduate semester hours in English required Additional 18 could be semanter hours in Reading Indity, desired

the or Premich/Bjeantels. Allexandin Campus
Tauth beginning and tratemediste French op preferably French and Spanish. May be assigned to teach convension and culture. Maximum 18 graduate semester hours in French III teaching Spanish, must also have 18 graduate semester hours in Spanish.

Herry, Alexandria Campus

teach U.S. History and Western Civilization Graduate hours in Geography and an eree of Non-Western History desire. History, Agrandic's Compus facili survey course in U.S. History, Western Civilization, and Women's History.

History, Loudoun Compast tech control and offer n non-U.S. survey of the Instructor's choice. Experience to the Instructor's choice.

iday, Woodlandge Compas Hays be qualified to beach both the American and Western Civilization surveys

examinia Campus nicel, developmental, liberal arts and pre-calculus mathemetics. Technical math and developmental math with comp

assures unstruction.

Immedian, Managema Campius (2 positions)

In Position: Tench all levels of math idevelopmental through educaced calculus

26 Position: Developmental Myst include courses in developmental infilment: through epithed calculus and estatus.

cheleys, Anneodale Campus
Teach Introduction to Psychology, PSY 201-202, and other psychology courtes

Occupational/Technical Positions

Sechsle's degree with n major in the subject to be taught and two years' full-tiers releted occupational expe Nater's degree and community college teaching bigbly degree.

reseating, Lourdous Campus
Teach Introductory and advanced accounting, Induding Principles of Accounting, Taxation, and Compu

Updations, Alexandria Campus until in the tribusiny. Teach four nights a week or as needed by the community Froncise and devoting programs until in the tribusiny. Teach four nights a week or as needed by the community F

hers, Monessau Campus Teach Buzinesa and Finance classes. Bachstor's degree with major to business and/or accounting required. Exte

Teach courses in CIS including maintrams and micro

Typics inhumanistas Systems, Woodpring Conguestering, mannets carency in Best.

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Administrative, ministrations, resconsipulers, and programming in nt least two high-level languages frot including BASICs, and LAN

rigeory Medical Technology, Amandala Caspus karuca in delecic andro cinical including ACLS and BTLS counse, asiat with ecolomant inventory, AMA-eccaded program RN, Netrocally Register Parameter. ACLS and BTLS Instructor, Virginia CCT, or BMT-1 critication desired. Apply by June 15, 1992

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Economics: Assistant Professor, Ph.D. in economics and stinking of two years' teaching axperience at the university two required. Areas should include International Trade, International Finance, biscro-

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Faculty Vacancies Beginning 1992-93 Academic Year University of Central Oklahoma

The University of Central Dicineme (UCO), lounded in 1890, is located on a 210-acre campus in Edmond, just 15 miles and the Oblahoma City. The 1991 fail emellment exceeded 15,000 students with day and eventing to gram of degree granting lististation. The University consists of four undergraduale colleges and a graduale college. It awards seen backelor's degrees and ollers 140 degree options in 52 programs of study. Fiver restain's degrees are offered in 105 degree options and 24 programs of study. UED also offers courses of study for size pre-professional awas and one

COLLEGE OF BUSINESS ADMINISTRATION

ACCOUNTING. Financial Accounting preferred. Accounting doctorate, CPA and accounting experience preferred.

ABO required. BUSINESS LAW.* Undergrad law, graduate MBA Legal Emvironment of Business, J.D. and law ticense required BURNESS LWN: VITA-regular on a procession of the Control of the Co

COLLEGE OF EDUCATION

Dr. Kenneth F. Flaner, Dear

(Note: Most gostilons implies supervising lield experiences/practicums; enlay-year committee service.)

SPECIAL BLOCATION LC: CC: EMHON-Lift-handicapped. Previous Benentary/secondary teaching requires

PECIAL EDUCATION/READING. Doctorate and certification in Special Ed. preterred. Master's required.

EARLY CHILDRODO/EDUCATION. Early Californed Mathods. Previous elementary, pre-K and/or primary

ning required. HDME ECDNOMICS, Multillon; Foods/Service Management, Requires R.D. Preier Doctorate, Master's Required;

HINE EXPINANCS, Multillor Foots/Service Management Inequities that in treat updocram, waster a mayer co-furtion, Deblica of Food Management.

EDUCATIONAL PSYCHOLOGYMAESUREMENT & EVALUATION. Measurement & Evaluation; Educational & Developmental Psych. Register Sypth. of Guidarce & Counselling Master's.

SECONDARY SCHOOL ADMINISTRATION. General School Administration; Protosol onal Education. Requires Secondary Administration certification and Master's.

GERONTOLOGY. General Copy. Physiological Psych; Psych. cone courses. Requires Doctorate in General Copy.

COLLEGE OF LIBERAL ARTS

Or. Clifton L. Worren, Dean ENGLISH.(Two Positions) Freshman Composition for Internationals. Linguistics; English Language History; Tech.

ting, Regulas at least two years university leaching. JOURNALISM, Advertising: Public Relations; Magazine, Regulaes previous advertising media experience. ORAL COMMUNICATION: Public Speaking/Applied Speech for Teaches. Assist debate program: Previous

alversity techning required.

MUSIC, Dpera and Music Theater; choral activities, Requires Vocal Performance Master's, music theater/

performance, leaching "belling" techniques. FOREIGN LNIGULASE: Spanish or French. Doctorate required. Language lab/ methods experience preferred. POLITICAL SCIENCE, Public Administration, Porsonnel Mariagement and Policy Analysis. Provious university

eaching required. COLLEGE OF MATHEMATICS AND SCIENCE

BACTERIOLOGY/ENVIRONMENTAL MICROBIDLOGY.* Introductory Microbiology; Non-majors General Biology.

BACTERIOLOGY/ENPROPRICTIFE. INCOMESSA: "IMPROVED A MAINTENERS OF THE SES. COMPUTING SCIENCE Computing Science, Develop research programs, Master's in Computing Science.

requireo. MURSING. (2 positions) Team teach and clinically supervise in two or more: Malemal-Child; Mental Heath; Medical Surgical; Critical Care; Communilly. Requires Mursing Master's, current OK RM licensure, two years equivalent

R.N. clinical practice.
PHYSICS.* Physics. Oirect research at M.S. and/or B.S. level. Doctorate required in Physics or related field.

IMPORTANT HOTES FOR ALL POSITIONS (some exceptions apply)

m Full-line, beginning 1924-93 seaterinic year; normal convention to linears lack within 1-2 years.

□ Electric keysel 24, 1992. — Boolsonin preferroric Master's in fled required. — Branks in sharkdrikestical Professor (Professor Professor Professor Professor Professor (Professor Brands) in electric manufactured in ele graduate/undergraduate courses and some streets advisorment.

■ Provious successful university apparations with ractivity and culturally-diverse student populations prefer in all Research and service and expected.

■ Rativity and rank commensaturals wit and qualifications.

■ For complete details on any position, write or call the appropriate Dean.

TO APPLY FOR ANY POSTIION

POSTMARKED DEABLINE IS APRIL 22, 1992. Send leter of application, resume, official transcripts and three letters of recommendation to appropriate Dean. Underspresented groups encouraged to apply. UCO IS AN EQUAL OPPORTUNITY/AFFIRMATIVE ACTION EMPLOYER

A Bulletin Board notice will quickly put you in touch with the best prospects for the positions you have

available.

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MORGAN STATE UNIVERSITY

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Management Position

A tenure-track position is currently available at the rank of Austriae Hobse
of Management. Applicants must have a completed PNLD degre in Management a PNLD hashess Administration with major commission history-ment or a PNLD his hainess Administration with major commission history-ment or a PNLD hainess Administration with major commission history-ment or a position of the property of the property of the property of the transport of the property of the pr

Mesketing Position Mexicating Position is currently available at the rank of Associate Protess of Marketing. The applicants must have a completed Ph.D. degree in Marketing or a Ph.D. degree in Marketing Association (Association Industrial ing. The applicants must have the experience in seatching generation for summe Servicion. Affricting Marketing Marketing States; The say range is AACSB competitive deponding upon qualification.

Management Informetion Systems
A tenure-track position is currently available at the rark of Accorden halves of Management Information Systems. The applicants must have a concess Ph.D. degree, a surong research and teaching record. The salay range is ACSI competitive depending upon qualifications.

Apply with a resume and names and addresses of three references by Apri 30,

Dr. Oile A. Thomas, Deers School of Business end Management Morgan State University Baltimore, Maryland 21239

University of Illinois College of Medicine

at Urbana-Champaign

Assistant/Associate Professor of Pathology

The Department of Pethology as the University of Hinois Golge d Medicine at Urbane-Champaign (UICOM-UC) invites applications for a sandething pathologies at the Assistant Associate Prologor level. Applican should preferably be Board certified on Board eligible in amount sub-clinite sprathogy. The successful applicants will be expected to devolop independent crescent program and participate in medical mades update schampin. Opportunities are disc evaluable for service work at the fillible of the proposal proposal proposal programs.

hospirals. The University of Illinois at Urbana-Chempaign (UIUC) has certifer research facilities which include electrons and constord asstratory, province of the Const for Supercomputing Apples haves, and an NSF Socies and Telestopy Construction of the Construction

A duminum tecture of UICOM-UC is the Medical Scholars Prograte
which students attoly for an M.13, and mosther degree, normally the Ph.D.
une of forty different disciplines.

The location of Urbana-Champaign in east-central Illinois gives ear a-cent to Chicago and St. Louis. ces ss Chi, apo und St. Louis.
Applicans are requested for send a curriculum vines, a summay de secret interceus, and three letters of reference as:
Patricks J. Tibloveriore, J. B., Beareth Committee Clair College of Tollege of the College of the

Starting date and salury are negotiable. In order to ensure full conideration, applications should be received by April 30, 1992.

The University of Illinois is an AA/EOE.

Depertment Chakperson-4

HEARTLAND COMMUNITY COLLEGE **Founding Faculty Positions**

Iteoritand Community College, the sewest community college in lis-ners, its stocking outsteading teachers who will become into college's storage communities and the college's storage control of the college's storage communities the college's direction and establish its reputation for excellence end student success.

The Faculty Positions, initial appointments will be in the following

Depertment Chair, Sociel/Bahavioral Sciances Department Caras, Sociedana Variant Sciences

Susanes X-Counting (3)

Computer Science (1)

English/Communications (2)

History (1)

Humanillos (2)

Mathematics (2)

Sociology (1)

All appointments are Iwaive-month, tenure track positions. Responsibilitios Include leaching courses at all lovels of the curriculum, scademic advisament, and curriculum development

carrier curverment, and curriculum development.

Qualifications: The Massier's degree in an appropriete discipline is required, with an indication of legiciting promise. Multi-or interdiscipline in a series with a series with

Companiellon: The selery range is \$25,000-\$38,000 for laculty tasch-ing positions and \$35,000-\$48,000 for department chair, depending on publications and experience.

cubifications and segmentations of segmentations and applications and segmentations of the community of the

sation: Leiters oi application end résumés should be sant lo: Dr. Jerry Weber, Vice President for Instruction Hearlend Community College 1540 East College Avenus Normal, IL. 61781

Review of applications will begin immediately and continue until positions are titled.

Hearland Community College is an ellismalive action, equal opportu-nity amployer. Woman, minorities, and the disabled are encouraged to

TRENTON STATE COLLEGE



DEPARTMENT OF LAW AND JUSTICE

Criminal Justice: The Department ment is heavily committed to convide applicational or a terrinal ment is heavily committed to convide applications of the convidence of the c Colonial Justice. The Department Colonial Justice. The Department Colonial Justice. The Colonial Componies of the Asset serving lag componies of the Asset serving lag componies of the Asset serving lag componies. The Colonial Co

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Terminal degree required. Three tendings experience K-12. Respondent include teaching foundations include teaching foundations ten thierarchical K-12: some supervision. Multiple finish backheld supervision, Multiple fields backs around in succite doughting professed field, in particular fields of the succite doughting professed fields; in L. D.; elc., Must be committed to undownsteel teaching and seemed between the supervision of the supervision

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HOWARD COMMUNITY COLLEGE

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HOWARD COMMUNITY COLLEGE Obice of Personel and Affirmative Action Unite Partners Parkway Columbia, Maryland 21044

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SCHOOL OF BUSINESS ACCOUNTING, ECONOMICS, FINANCE, MANAGEMENT, MARKETING

Southern Corracticut State University School of Business Invites appli-cate in Accounting, Ecotomics, Plance, Management and Makeling, and paperposite cerein dedocates in perfect Applicates near completion of appropriate cerein dedocates in perfect Applicates near completion of appropriate cerein dedocates in perfect Applicates near completion of subject to South Control of the Completion of the Control of the subject to South Control of the Control of the Control of the subject to South Control of the Control of the Control of the subject to South Control of the Control of the Control of the subject to South Control of the Con

Mr. Richard Pshringes
Dr. Gary Crakes
Dr. Shyam Lodhs

— Accounting
— Economics and Finance
— Management and Marketing

School of Business
Southern Connecticut State University
501 Crescent Street
Naw Haven, Connecticut D6515

CLOSING DATE OF APPLICATION: April 15, 1992.



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BULLETIN BOARD: Positions available



INSTRUCTORS Full-Time Tenure Track

Gren River Community College is located on a 160-acte wooded site near ée dly of Auburn, WA, about 30 miles south of Seattle. We antidpais the following positions to be available starting in the Fall of 1992.

 Mathematics (three positions)
 Commuter Information Systems Physics
 Biologi/Chemistry (one position)
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e Forest Resources e Special English Skills Instructor e Special English 1988 immunory

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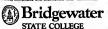
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Special Education

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FACULTY POSITIONS

East Arkonsas Community College anticipates openings beginning August 10, 1992, for the following instructional positions. All posi-tions are aubject to budgetary opproval. BIOLOGY INSTRUCTOR: Moster's degree in biology with aductional preparation to tacch a vodety of biological science courses including laboratories. Teaching experience in microbiology desired.

ENGLISH INSTRUCTORS (2): Moster's degree in English. Experience with computer cented instruction desired for one position. MATRIMATICS INSTRUCTOR Moster's degree in mathematics. Ex-

SRING INSTRUCTOR: For classroom and clinical leaching in child oith or medical surgical. Must have at be sligible for Arkonsas maum. Curreot clinical seceriesce with MSN pmisned.

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Name:

Review of opplications will begin April 27, 1952, and continue until positions on filled. To insure consideration for a position o tester of opplication, resume, and capies of toscentpis must be macified by April 34, 1952. The moleratic should be sent for Zost Aricansos Community College Personnel Diffice, Forest City, AP 27328–3955. As EACC opplication form will be mailed to each applicase upon raceign of the stewart. ACC Let an AR-DO JEMPLOTER.



FULL-TIME FACULTY Hotel/Hospitality Management

OAKTON Community College, a public Institution located in a surfa-tivate suburior of College, is accepting applications for sid-lime, tumor content, instruction/salimin Professor to least warristy of crosses in It-led and flastsures, and Prod and linewage Management, Qualifies is pro-teaded to the content of the College of the College of the Professor of the College of the College of the College of the Professor of the College of the

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**Selverization of the control of the

Director of Personnel Services
OAKTON
Cammunity College
1860 E. Golf Roed
Das Plaines, II. 59015

Completed On toe applications and all credonile on or before Apsil 21, 1992.

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COLLEGE

2 hall time, terum track positions extilates Sept. 1992 ASSISTANT PROFESSOR OF CHEMISTRY "Teach beginning and intermediate level transparts, Organic and Biochemistry
"Chief Interest and experise must be le teaching, not research

MATH INSTRUCTOR Resin Meth and Registring Algebra in Developmental program

*Beach Beach Meth and Segerating Agains in Loversphares in pro-Spanies (Expendee in Acid Learning, LD, competency-based education *Massive depres professol *Massive depres pr

225 South 700 East - St. George, UT 84770

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SOUTHEASTERN LOUISIANA UNIVERSITY Hammond, LA 70402

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Assistant Professor of Chemistry, Applicant must hidd Ph D, from an Assistant Professor of the Chemistry and tried and/or chemistry classification and the chemistry classification and or chemistry classification.

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Sootbeaseen Louisian University is an affirmetive action, equal opportunity employer and is accordly seeking a divertibed that.

Educational Administration NORTH DAKOTA STATE UNIVERSITY

Assistant Professor (other males considered), EDUCATIONAL ADMINISTRA-TION, 12-month tensur-lack position. Responsibilities include teaching course in Educational Administration, opportunities in sexting undergread perioding professional services to exhaust a consideration of the providing professional services to exhaust and professional education organizations, and conducting reasonal and maintaining a poblection according professional services to exhaust and professional education organizations, and conducting reasonal and maintaining a poblection and professional educations. Speciment in elementary principability uncertain and instructions, Education in elementary principability uncertain professional designations.

Seed letter of application, vite, and three letters of reference by April 15, 1992, to Dr. William Woods, Search Committee Chair, 321 Manard Hall, North Dekota State University, Forgo, ND 58105.

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Teachers College, Columbia University

DEPARTMENT OF LANGUAGES, LITERATURE AND SOCIAL STUDIES IN EDUCATION

Assistant Professor. Two Year Appointment Renawable & Tenurable

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AA/EQ Employer

Lakewood COMMUNITY COLLEGE 3401 Century Avenue White Bear Lake, MN 55110

Faculty Positions, 1992-93 Academic Year COMPUTER SCIENCE MATHEMATICS ENGLISH NURSING, A.O.

NURSING, A.O. uelimized Jaculty positions in English, Nathamatics and A.O. Nursing. Subbau-crockins flempurary foil-time faculty positional in Nursing, English, and Comput-Data Processing Tachnology. Teaching responsibilities lockude a full range of these fields.

Course is these beids.

Matter's Deprete in the Arriganal Field required. Successful teaching expensions or primed.
Lakewood Community Coffens belongs to the Minnesota Community Coffens System and serves the Northeast motor area of the Twice Cities with an ontolorent of 6,000 students. serves an Mormous mere ered or one from a tree transition and a substantial server and the substantial server a supple sillar, returned, graduate transcripts (copies acceptable and three current references no later than April 30, 1992, in Poblicia Harson, Administrative Assistant. Academie Atlain Olitre; phone 1612; 779-3361; FAX 1612; 779-3461.

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ART. They demensional art, passing, education, other spesishics EOUCATION. Two positions in reading, sucisl studies, sed/or

middle relucor.

ENGLISH: Wunng specialization.

HEALTH, PHYSICAL EO. & RECREATION. Wooden's volleyball/

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COMMUNICATION ARTS. Instructor of speech.
COMPUTER SCIENCE, MATH, and/os PHYSICAL SCIENCE General advection contact
OIRECTOR OF CONTINUING EOU CATION,
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COUCATION. Specisky in risily childhood.
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All positions require t doctorate or new, autements of Christian fisth and pass for, and experience Writer Richard Standish. Weed for Frencher for Actuary Administration of America (Alian, Taylor University, 200 W. Reed, Areasu, Opland, IN 40381-1001), Taylor is America's oldest college in the strong evangelical Christian instellar.

Faculty Positions at



EDUCATION
Instructor in Tenther Education, Must have three years' recordary public school networker in Tenther Education, and separate to join aggressive NCATE-accerding programs. PMCLIBIATE/EDUCATION AND COMPANIES.
One year position teaching Composition.
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NUBSING/COMMUNITY HEALTH
Chairpetion of Nursing Education with graduate program in Community Health Natating, curriculum experities Oradusts Community Health Nurse—3rd world asperience sucful. Name applicacts must have doctorate and instructional conscience.

PITYSTCAL EDUCATION/ATHLETICS Head Volinybull Coath elus lostruction.

all Ceach plus Instruction Qualifications for physical education positions include muster's degree, doctorate parterned, Areas of instruction for each of the above two positions must include two of Physical Education methods; Klessbolgs; Physiology of Exercise; Recreation Missagement, Aqualites, track, or gymostiles brights.

Fix all positions litted, rask and salary depocient on caparienes, current melt out degree; must be willing to size an evaspiled Weighern Attenment of faith, Seed devisier to Dr. Pasil O, Colded, Vice President for Annels and Markon, IN ANNA WESLEYAN UNIVERSITY, 4201 South Washington Stress, Martin, IN 4975. AN EOG.

PHILLIPS EXETER ACADEMY

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MATHEMATICS
BOLOGY
PRIVACCHEMISTRY
A POSSBLE OPENING IN SPANISH
islementary through AP literature,
ability also to teach German or French desirat

Send resume with three references to: Andrew W. Hertig Dean of Faculty PHILLIPS EXETER ACAOEMY Exercr, NH 03833 EOE/AA

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English Assistant Professor, tenure track, believing Austers, 1992. Arolicensis should be qualified to offer secondary teaching and the course and should have expertise in beatering and these. Other qualifications actuals Pa. O. (ABD considered), creating to undergraduate teaching. Safety of course of the considerate teaching. Safety of the course of

tials to Busan Guinn, Humanities, CPO Bon 5010, Staniny Avenan, Landar Col-isee, Grecowood, South Carolina 25648. Deadline: May 15, AA/EOB. Feeglish Trauved position to Anato-Stane Rignature, We sack a distinguished actoba-with major publication in an extension of the with major publication in a control of the criticate by April 25, 1992 to Professor Pauri-cia Mayes Speaks, Chair, Department of English, Undversity of Virginia, Charlotte-ville, Virginia 2503. The University of Vir-pinia is an Engal Opportunity, Affiremitve Acting Employee.

CYPRESS COLLEGE

Cypress College is seeking instructors who represent the multi-taken diversity of our students and community. Our reputation for acident excellence is dependent upon hiring professional staff who state or commitment to quality education and to providing a well-mounded eye.

applications are currently being accepted for the following faculty

Advanced Medical-Surgical and Pedilatric Norsing Instructor Deadline for applications: April 24, 1992 English-as-a-Sacond-Longuage Instructor Deadline for applications: April 24, 1992

History Instructor Deadline for applications: May 1, 1992 Vice President of Student Davalopment Services Deadling for applications: April 16, 1992

The filling of these positions is contingent on available funds In a uning or unex positions is contingent on available handing.

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then NOCCCO offers a generous benefits package, which includes help insurance and competitive salaries. We are committed to Alimushe &-ton and enthusiastically ancourage applications from quilited woman minorities, and disabled individuals. If joining our laculty interests you, please call or write for an application form, which assust be returned by the deadline dates:

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The Management/General Business instructor in responsible to test business and management related courses and to support the ongoing programs of Tacoma Community College.

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PARAMEDIC INSTRUCTOR (187892

The Paramedic Instructor position in the Emergency Medical Service Department Invalves baseding paramedic students in the dataseon, when the activity and field sellings.

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Additusal information and application materials may be debited for Flarant Recountry. Technic Comparably Culture, 9905 219-5. In application of the Application and Applic

SPOKANE COMMUNITY COLLEGE

is accepting applications for a tenure-track INSTRUCTOR IN

ADMINISTRATION OF JUSTICE

To teach assigned courses in the Law Enforcement Program state including teaching e wide variety of law enforcement subject, she teachings and applied, they elso be required to instruct physical solution classes, provide individual courselling when recessory and is as older divisor from time to lime.

For lurther information, including minimum quelifications, dubes, re-sponsibilities, and application procedures, contact Community Ca-legas of Bookens, Human Resources Office, 2000 forth Green Birsel, Spokens, With 99207. Phone: 509-533-7429, Revised distribu-dets. April 24, 1992. AMCGE.



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BULLETIN BOARD: Positions available

GLOUCESTER COUNTY COLLEGE Chairpersons (2):

Math/Science/Technology (12-month position) Business Studies (10-month position)

Responsible for overall planning, management and pulsation of program. Directs and coordinates divisional ectivities including curriculum development and revision, selection and evaluation of faculty, budget preparation and meling students. A Mester's degree in an appropriate field

GCC is a two-year institution located in South Jersey just minutes from Philadelphia, PA and 40 minutes from Monte City.

Application materials may be received by writing to Personnel Office, Gloucester County College, Deptford Township, Tanyard Road, RR #4, Box 203, Sewell P.O., NJ 18080. Completed applications should be received by April 0,1992. The screening process will begin April 10 and ninue until a candidate is identified for both positions. Equal Opportunity/Affirmative Action Employer

LYNN UNIVERSITY BOCA RATON, FLORIDA

Lyan University has two faculty positions available at the Assistant or Associate Professor rank. One position is for the School of Hotel, Restaurate and Tourlam Adaulnistration, and the other is for the School of Bulness in the area of Marketing or International Marketing. is special filter. Teach undergraduate and graduate courses, student advises, service to the University, industry and professional organizations.

Quilifations: An earned Doctorale from a regionally accredited school is negleted for both positions. A Doctorale in Hotel & Realeurant Management is preferred for the Hospitality position, but a Doctoral is a scient field with a Measter's in Fidel & Realeurant will be considered. A Fig. 18 Marketing in preferred for the Dusty and Marketing is preferred for the Dusty position. SACS faculty criteria of a minimum of 18 graduate hours in the technique field are arbitrated to. Salar man: Compensation is dependent upon qualifications.

rensuon is dependent upon qualifications.

Application informatien: Review of candidates will begin April 1, 1992 and continua until qualified applicants are chosen. All applicants for both post tions should submit a reuma, official college transcripts, and three letters of recommendation to:

Dr. Jennifer Braaten Vice President for Academic Affairs Lynn University 3601 North Militery Trail Boce Ratun, Florida 33431

ECONOMICS DENISON UNIVERSITY

Granville, Ohio

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ROBERT B. CULLUM DISTINGUISHED PROFESSORSHIP IN ACCOUNTING

Edwin L. Cox School of Business SOUTHERN METHODIST UNIVERSITY

Noninstions and applications are being rought for the Hobert II. Cullum Olaringunhed Professarship in Accounting in the Edwin L. Cox School of Business, Smithern Methodist University. We are acarching for individuals

- have domonstrated significant acholatly accomplishment in the field of
- 2. have a demonstrated record of issching excellence.

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Southern Mathodar University is located in Dullas, Texas, the nation's seventh largest city. The University has alone colorational and research relations with the bearinest contenuity.

Noninations or applications for this position should be returned in later these Aquil 25, 1922, and should be addressed to

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Edwin L. Cox School of Business
Southern Methodist University
Dailas, Texas 75275-1333

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CHAIR for Department of Parent/Child Nursing E A S T EAST CAROLINA UNIVERSITY

UNIVERSITY

Greenville, NC

Applications and natminations are invited for the position of Chair of the Department of Parent Child Numing at East Chairline University and the Natural Chairline University and the Natural Child Natural Chairline I and a mademic Chairline and Chairline

for licensure in Nerth Carolina.

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Raview of applications is ongoing and will continue until the position is Billed. Send letter of application, vite and names of three references its Por Justy Bernhardt, Chair, PCN Search Committee, School of Nursing, East Caroline University, Greenville, NC 27838-4333; Phone (919) 759-4300, AMCUS

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Applications are mixed set the posterior of bitter of all women is faunted and Women's Studies Programs. This postion is a serume track poulmen at the state of the set of the set

All Search Committee Chairpersons are located at: East Strougsburg University East Strougsburg, PA 18301

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College of Arts and Sciences

Clinical Astissani Professor, Athletic Training Curriculum. Non-linear track. Three year Clinical Anthanal Probassor, Anthana Training Controllant, Non-International Hospital Conference of the Conference of th

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Mary O. Mundinger, R. N., Dr.P.H., F.A.A.N. Dean and Professor Columbia University School of Nursing 630 West 168th Street

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Full - Time Faculty Position Available

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The quality of an applicant's professional work will be given substantal weight as will lockely as historiest. Previous unsersity leaching is an assol, tince the appointee will required to reach both guidades sentings and undergraduate lectures.

The apparation is expected in continuor to publish, either as a journalism or at a tributarly executive in lifts area. The faculty intermine would also be expected to participate in audem advising, faculty governance and other responsibilities of the School, the University and the purculation projection.

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The appoints will be required to aversee and develop the joint master's propage to fournation and Asian Sudales. The appointee will be expected to plan and administer measuring program and to develope on international journalism. Applications it house to mailed before April 30, 1993. Appointment will take elect July 1, 1992 or soon thereating.

Tom Goldstein Dean, Gradusie School of Journalism 121 North Gate Hall University of California Berkeley, CA 94720

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Mather's in Nish, Night Education on Selence with 15 graduate between in Mather one of the above dispress, or controlled to one of the above dispress, or controlled to problems for all positions; Employment date August 21, 1792, Submit legate utilizer extensions.

Nancy Loomls, Personnel Director McHenry County College 6900 U.S. Highway 14 Crystal Lake, IL 60012-2761

Application deadline April 17, 1992 EOE M/F

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2.18468-1144. Letter of spplitation, ufficial college and graduate school transcripts, and current returné are required. Cardidates may support their spplication with additional materials if desired. Nominubous and applications will be a cotepted until the position in sified. Since the search commutee will be spin reviewing applicables 'unstata's in mid-April, 1973, unbruissions are especially enurusized prior to that time. AN AFRIBMATIVE ACTION, EQUAL OPPORTATIVE PRIPATORE.

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Professorship of Economics

Applications are invited for the Professorable of Economics in the Department of Economics. The appointment will be made from 1 October 1992 or as soon as possible thereafter.

Candidates should have an established reputation in Economics and a strong commitment to research leadership. Applications will be welcome from economists specialising in any core area of the subject. Further Information may be obtained from the Registrar, Room 212, Writeknights House, P. O. Box 217, The University, Whileknights, Reading RGE 2AH (Telephone: 0734 318043). Information enquiries may be made to Professor Causon on Tel. No. 0734 316227.

The closing date for applications is Monday 13. April 1992.

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NURSING FACULTY

Two full-time faculty positions in BSN program, one in Community Health available August 1992, one in Medical-Sept cal available fountary 1993. MSN required; doorsee ferred. Two years clinical nursing experience and eligibility illumination. It required Baccalauraeta teaching experience and required to the program of the control of the program of the control of th

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Saint Francis Medical Center College of Nursing

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RILLETIN BOARD: Positions available St. John's University

DEPARTMENT OF THEOLOGY AND RELIGIOUS STUDIES

AND ARLANDOS STUDIES

S, John's University seeks to fill a tenure trust position beginning September 1992 in the area of theology with aspecialization in business ethics. We are looking for the optimum combination of the following strengths: area of publication, demonstrated catelling confidence, a strong background in Catholic Social teaching and a commencer of the production with a commencer of the production while the conference in the strength of the production while the conference in the strength of the production is related to the conference in the strength of the production is related to the conference in the strength of the production is related to the conference in the strength of the production is related to the conference in the strength of the production is related to the conference in the strength of the production is related to the conference in the strength of the production is related to the strength of the stren cashing and a commitment to Ioster a deep social annecounses in the context of the caedemic mission and Catholic atmosphere of the University, It is presented the candidate will have a terminal degree in teology and appropriate academic (experimental background in the business field Rank and salary will be commensurate with credentials. St. John's is a Vincentian sponsered Roman Catholic institution of more than 19.003 sutdens. Priority will be given to applications received prior to Albolic institution of more than 19.003 sutdens. Priority will be given to applications received prior to April 1s. Interview will be developed to the priority of th

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Qualifications: Moster's degree in munic or music education, successful, full-time tenching music—including directing or-secondary school or college; string competence; substantial e experience in orchestra or anall ensemble. Primary Assign-ling and doveloping orchestra. Deadliste dats: April 2, 1992. ou, job description and further information pi

Personnel Services Lane Community College 4900 E. 30th Avenua Eugene, OR 97405 (303) 726-2211

LCC application must be postmarked by deadline date. A resume may be sibmited, but cannot take the place of the application form. Last Community Cullege and its Performing Arts Department are cold to building a culturally diverse stuff and student body.

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SEARCH RESUMED Assistant Professor of Education

ASSISTANT I AND ASSISTANT ASSISTAN

Send letter of application, curriculum vines, copies of selected publications or work in progress, and three letters of reference to Dr. Beverly J. Becker, Chair, Department of Education, Siddmore College, Saratoga. Springs, New York 12866.

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SENIOR LEVEL POSITION IN SCIENCE EDUCATION

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Letter of Interest and résumé must be received no later than 5:00 p.m., April 24, 292, by Director of Personnel and Allimative Action, Worcester State Colleae. Worcester, No 1062-259

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Nominations or applications for this position should be received by May 15, 1992, and should be addressed to:

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Associates Professor in Special Education, Sterring (dot. June 5, 1982 (August 24, 1982) tentury data may be registeded, Deriva 1982 (August 24, 1982) tentury data may be registeded, Deriva 1982 (August 24, 1982) tentury data may be registeded, Deriva 1982 (August 24, 1982) tentury preferance with the search of adoletance and entruct. The additional additional and a search search of adoletance in distriction and entrust. The additional additional in a search search of a problem additional in a search additional and a search and a search of a search additional and a search of a search additional and a search of a search a search



DEPARTMENT OF MATHEMATICS AND STATISTICS

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COMMUNITY AND **TECHNICAL COLLEGE**

Faculty and Staff Positions Fall 1992

Business Technology Faculty, instructor/Assistant Professor, lenure treck. Releted Bachetor's degree and MBA required. Related work experience, teaching experience end knowledge of micro-computers preferred. Starting selecy range \$14,719-\$22,024.

Developmental Writing Faculty (2 anticipeted posi-tions), instructor/Assistant Professor, one year tempo-rary appointment. Master's degree in English or Eng-lieh education required. Higher education teaching ex-perience and beckground in developmentel educetion preferred. Salary range \$14,719-\$22,024.

Director of Continuing Education, Reguler, full-time staff position, Master's degree, releted experience required. Doctorote preferred. Sterting selery \$24,348/yr. Send letter of application, résumé, nemes of three ref-erencee end unofficel trenscripts by April 24, 1992 to Dr. David Wilkin, Deen, Merchell Community and Tectinicel College, 400 Hell Greer Blvd., Huntington, WY 25755.



BOISE STATE UNIVERSITY Minority Faculty & Professional Staff

Bolse State University is seeking surricula vitas from qualified minority candi-dates to fill in cutty, professional, and administrative positions.

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University of Southern California **USC Nursing Faculty** TENURE TRACK FACULTY POSITIONS

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Interna Lind, RN, MN Interim Cheir Department of Nursing 320 W. 15th Street Leavey Hall Los Angelos, CA 90015 Phone: (213) 743-2362

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Responsibilities and divides of this position revolve eround producing triplit level sclamific data of a very technical nature. The individual will be responsible by reliability, carrying out and inherpressible control of the reliability of

to work with the Individual.

In radiation chemistry or free radical chemistry. Two years' research experience which must include ESR spectroscopy of organic free medicals, IMR spectroscopy, chemistry or introduces and the kinetics of the reaction of tree radicals. Experience may be obtained during graduate study. One year minimum in pustification and produced the production of the produ

Salery: \$26,049 per year. This is a university position. This is an Employer-Paid Ad. Submit Iwo résumés to:

Mr. Ben McCready Illinols Department of Employment Security 1008 W. University Urbana, IL 61801

Reference No. V-IL 4591-8. No calls.

Okaloosa-Walton Community College

Dixinosa-Welkon Community College is eccepting applications for the following instructor positions. Admirating quelifications era a meetor's least 13 graduates sensetes notines in the subset cries. Will consider a Bachdior's degree with a minimum of three years' full-time documented appreciate for the Electronica position.

Applications and preverping loopies are acceptable invest he received by the Personnel Office by April 15, 1982, 1982, 1988 et al. 1982, 1



Theatre Costumer/ Director/Instructor

The College of Eastern Ulah has an opening for a Costumer/Director Instanctor whose responsibilities include Costumer all productions of the production of the production

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erences and/or Placetered Severe address to: Kuthy Ann MacChanna, 330 Marrie Library, University of St. Marrie City, Ulash Bill, (1991) 333 May in 1991 536-546. The University of Ulash is Broad Opportunity, afficiality of Color Employer. Women and minocials are ex-couraged to apply.

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UNIVERSITY OF SOUTHERN CALIFORNIA Department of Nursing

ASSISTANT CHAIR FOR RESEARCH

The Department of Nursing Invites nominations for the position of Associate Chair for Research. Candidates for this position will have demonstrate research expertise, scholarship, and interpersonal skills essential for finance.

Responsibilities include planning and conducting research, assising the fac-ulty in research development activities and leaching research-elazed courses. Applicants must have an ongoing research program and success in obtaining independent research funding.

Candidates should have an earned doctorate; a Master's degree in Nursing doctorate is not in nursing and demonstrated commitment to research as received in order to the state of the state

LISC is one of the nation's leading centers of teaching and research and hite oldest independant research university in the West. Nominations and expressions of interest will be received until the position is filled and should be submitted to:

Julina M. Lind, RN, MN Interim Chair Department of Nursing University of Southarn California 320 W. 15th Street, Leavey Hall Los Angeles, CA 90015

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NORTHERN ILLINOIS UNIVERSITY

CHANCE PROGRAM

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ABSCALL EDUCATION:
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The University of Texas at San Antonio

The Division of Mathematics, Computer Science, and Stellates will have one renue-track position at the easiest professor level, in compari-cation beginning August, 1952. Allowing highling the con-claiment of the second second second second second second second dates whose research sense are in graphics, software engineering, pro-gramming impragate or ertificial intelligence. Applicate should have the Ph.O. degree in somputer adverse or a native large Nagarith in the Ph.O. degree in somputer adverse or a native large Nagarith in the Ph.O. degree in somputer adverse or a making are to recommend the properties of the properties of the properties of the pro-tecting of the properties of the second second

Applicants should submit a resume and arrange to have at less three letters of recommandation sent to:

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BULLETIN BOARD: Positions available

STUDENT AFFAIRS

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Barrier. Belefaces Directors—co-anticipates hiring up to three residence descins with dual appointments. Primery responsibilities will holde oversitid operations of residence hells and serving as a member of programment of the service of the serv ion-salaries are competitive and comm

egenerics.
To apply—applicants should indicate position of interest, a current stame, and three current letters of recommendation to bebre Carlot Artens (or the commendation) and the current forthers. Application review will begin immediately and will conditions as AVAC Application review will begin immediately and will conditions until sill positions are filled, helicipated starting date: July 1, 1952; will interview of MSPA.

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Instructional Development Specialists

University of Washington, Seattle

The Control for Institutional Development and Research (CDR) agels to be full the 18 (19 mg). Institutional Development Specificities, one in the Institutional Development Specificities, one in the Institutional Control of the Cont

CASTLETON STATE COLLEGE Sociology Faculty Position

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Sociology Faculty Position

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Assistant Professor Counselor Education

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CUMBERLAND COUNTY COLLEGE

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Faculty **Openings**

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Daan of Instruction and Anadamic Survices Cumberland County College P. O. Box 617 Visciend, NJ 98389 An Equal Opportunity. Affirmstive Action Employer

NORTH CAROLINA AGRICULTURAL AND TECHNICAL STATE UNIVERSITY

GREENSBORO

School of Education

Applications are invited for the following tenure track positions Associate Dean 1/2 months

Chairperson, Department of Curriculous and Instruction (12 months)

Coarpensis, uppersent or Untretuous we unastrettoo 112 mental) provide Indictivity and coordinates for undergraduate and Mester's degree programs in class stary education, trading, moda, and the professional studies components. Teaches are a program offered by the Department, should have the decirate, public school and higher adquestion expensence, and have documentation of publications and grantsmarnship. Basis and salary are dependent upon qualifications. Closing dato for application is April 13, 1979, 28 mrting date as August 1, 1992.

Assistant, Assessing Professor, Department of Curriculum and Instruction (sure position, 9 smooth).

Teaches undergoduce and graduate outroes in increasement and robut of psychological tomalations, solvies, stabulants works with placetaris in the schools; and engages in schoolary desiry, politications, roscients had service activities, Must have the ductionate, public schools apparence and oxperine in methodology/curriculum.

Assistant/Associate Professor, Department of Educational Laudership and Policy (1904 partitions, 9 months) Taches source and supervise interns in elucational administration and supervision; odviva students, write fundable propasals, engages in research, public service and publications. Discretors in Educational Administra-tion/Supervision; a speriace as elementary end/or secondary schusis as tencher and administrator, and qualifi-sitions for State Administrators; or illicate are required.

Assistant/Associate/or Professor, Adult Educatius, Department of Educational Leadership and Policy [one partitles, 9 marchs]

Tasks Mater's degms levil courses la adult editeation, sulvice studeats, serites particular for extarted funding, publishes, engages in research and service, lioctorate in Adult Editoriton and experience in adult editoriton industrion are required. Experise in commonly college concepts and human service agracies is referred.

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Trachias recessional and park administration courses, polyaces students, participates in service to schools and
community, and grany writing. Occionnte in Exercotion Administration or Excrestian Resources Management
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Teaches a vertety of master's degree level sources, coordinates field placement, and advises students, eat in Coansaling and/or related area, previous sourcefor education experiences, and qualification for Carolina certification requirements within one year or required.

Applications certain requirements with more year to require to.

Application design for tasking positions are uper a unit unable candidates are scienced. Salary and rank far each position will be to commensurate with qualifications. Tenching positions will be evaluable August 15, 1992.

For each position, perplicate invast substit:

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official tensoripts

a three letters of reference from paraoca who know the applicant professionally

Address all applications to:

Me. Glorie Cain, Administrative Secretary Dean's Office, School of Education North Caroline A & T State University Greensboro, North Cerolina 27411

Morris College

Morris College, a private and predominately black, four-year liberal arts college is Sumer, SC, is seeking applicates to fill the following positions: college is Jamers, SC, is selvini spellaces in fill the following postdoom:
ASSESTANTIVATION CONCENTE PROPRIESS OF PARTIFICATION: To stack from to five (12 to 15 code) from to govern selve samester in Absert Aggère, Calcius and Officensial Equations. Pursiques in registeration underst solving committee surjectments and other robusts as saligned. Solve of Meser's Segre committee surjectments and other robusts as saligned. Solve of Meser's Segre committee surjectments and other robusts as saligned. Solve of Meser's Segre committee surjectment and other robusts are supported to the segre committee of the segre committee of the segre committee and principles of the segre committee and principles and segre committee and principles and segre committee and principles and segre committees and principles and segre committees and principles.

(August) 1797.
ASSISTANT/ASSOCIATE PROFESSOR OF ENGLISH: To seech four so five (12 to 15 ereds hours) courses in Granumer and Composition, Fundamentals of Composition, and World Literature. Ph. O. desired in Eag-Bah. Effective Fall (August) 1792.

Subarit letter of application, three letters of recommendation and official academic transcripts: Personnel Officer, Morris College, 100 W. College Street, Supare, SC 29150-3599.



Coverage of breaking news that affects higher education - from state capitals, academic conferences, and campuses throughout the country and the world -

every week in The Chronicle.



RESIDENCE LIFE

Set in lihe rolongs hills of southwastern Ohto, Ohto University is a classis residential compus with a population of 17,000 students expossenting every state and over 90 counties. Nearly, 70,000 students bein on our 90 centarious halls, which are located on three residential "Circens." The Department of Residence Life committed to its speci of community, human development, interaction, and himplementing, and swels still manufactus who desire or opportunity to descrip professionally, while a marking a difference in suchimer libes. amp to consider professionally white making a difference in making the considerational professional professional professional professional control to the co

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Joseph A. Burke Director of Residence Life Ohlo University 050 Chubb Hall Athens, Ohlo 45701

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COORDINATOR OF HUMANITIES AND FINE & APPLIED ARTS DUALITICATIONS

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ANTICIPATED FACULTY OPENINGS FOR FALL 1992 SEMESTER

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The above positions may require previous related work and/or reaching extensive in the discipline. STARTING MONTHLY SALAHY RANGE

MAXIMLIM \$3283 3000

DIRECTOR OF DEVELOPMENT

HOPE SCHOOL

Springfield, Illinois

MINIMUM \$29 91 28 91 27,4 26,32 23,35 TEGREE Earned Proctorate Master's degree + 48 hrs. Master's degree + 24 hrs. Master's degree Bachelor's degree Salary is based on education and related work experience.

Qualified individuals about d submit air official HCCS application, resume and photocopy of transcript(s) confirming degree and showing graduate itoms in the maching discipline for which you applied, Submit taformation to

JUDY J. JONES/MANAGER EMPLOYMENT HUMAN RESOURCES DEPARTMENT HOUSTON COMMUNITY COLLEGE SYSTEM P. O. BOX 7849 HOUSTON, TEXAS 77206-7849

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DEPAUL UNIVERSITY

ASSISTANT DIRECTOR SPONSORED PROGRAMS AND RESEARCH

Applications are requested for the position of Assistant Director in the Office of Sponsored Applications at Checker Checker (Checker Checker) programs on description of 16,600 students on two major compuses in downtown Chicsgo, (Loop) and e near north side residential srea (Lincoln Park). Its schools and colleges include Liberal Arts end Sciences, Commerce, Law, Music, Theatre, the School for New Learning, and a end Sciences, Commerce, Law, Music, Tieaute, Inic contour for New Leerning, and a professional program in Education. The institution's long-range plans anticipate further growth in the next five years to an errollment of 18,000 students. Graduete programs include 53 master's fields and 3 doctored programs, in computer sciences, philosophy and psychology. DePaul is a dynamic, innovative institution, with s growing volume of externsl grants, reaching \$4 million in 1990-91.

Primary responsibilities of the Assistant Director include working with faculty members rmmay responsable to the classification and bodgets, and identifying and publiciting sources of funding. The satisfant Directions and bodgets, and identifying and publiciting sources of funding. The satisfant Director will also searce complisme with spliciting sources of funding, the satisfant Director will also searce complisme with spliciting to the satisfant of funding the satisfant properties of funding the satisfant properties of funding the satisfant properties of the satisfant death of of the satisfant d

Requirements for the position include an advanced degree, knowledge of federal and other grant agencies, faculty experience or experience with funded projects, and excellent oral and written communication skills. Knowledge of computer databases is also desirable,

The 12 month position is located at the downtown campus, but the Assistant Director will work with faculty from both campuses end from s wide variety of disciplines, Salary is competitive and banafits include medical and dental insurance, free tuition, passion, and four weeks of vacation.

The position is available on July 1, 1992. Review of applications will begin on April 15 and continue until the position is filled. Interested applicants should send a letter of spolication and a resume to:

> Dr. Marjorie P. Piechowski, Director Office of Spousored Programs and Research DePaul University 243 South Wabash Avenue Chicago, IL 60604

DEPAUL UNIVERSITY PRACTICES EQUAL OPPORTUNITY IN EMPLOYMENT AND EDUCATION

NEWMAN KANSAS NEWMAN COLLEGE

Director of Occupational Therapy

Hope School, a private, non-profit organization providing comprehensive year-round, day and residential programs for childres with multiple disabilities, is seeking a highly qualified, sentot level development professional to design and direct all supports of a comprehensive institutional edvancement program. The Catholic fiberal arts college in Wichtin, Kuns., invites applications fur this tenure track position. RESPONSIBILITIES: Direct new Occapational Theory baccalaureale degree program, provide leadership is program accreditation, caurolinate clinical faculty of various hospitals and some leaching responsibilities. The Director of Development will plan and Implanean assistant direct reals appears, stretegies and programs for the ensuel land; metor gifts: corporate foundation seed government spensis special events; planeag drying capital and cadowment campatign; community and legislative relations; marketing, communications, media and public relations. QUALIFICATIONS: Experience in program development, administration and leacting is preferred. Applicant must be an appropriately certified occupational therapist with us MS/Ph.D. degree. Academic rank and salary comme assurate with qualifications.

This position reports to the Executive Director and serves as a hay member of the school's sentor management and stretedy planning teams. The position is available in Morch 1992 with the successful condidute to begin as soon as possible. Submit curriculam vitne ulong with names, addresses not phone numbers of three references to: he school's arritor management and strivetice pleaning teems. Qualified cardidates will have ten puers or programs-layly more responsible experiences and a proven track record of success in all aims of lard noting comparing and a proven track record of success in all aims of lard noting control to the comparing and control to the con

Search Committee for Occupational Therspy Kansos Newman College 3100 McCurmick Ave. 100 McCurmick Ave. Wichite, KS 67213

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скумприлите извалаеми развитей. Salmy and benefits see very compositive and reflect the high dagree of sentor level responsibility and authority associated with this position. The search will construe used in the position is filled. However, candidates should be able to begin by August 1, 1992 and immediately lorward their résumé end seleny recultements level.

Gerry A. Hemmond, ACSW Executiva Director Hope School P. O. Box 5810 50 Hazet Lane Springfield, Illinois 62705

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Director of **Tutorial Services**

West Chesier University's Department of Educational Services seeke applicants for the Director of Tutorial Services. This is a senure-freek leculty position commencing with the Fell Semester, 1992.

A minimum of a Mastsr's degree in education or other appro-priete discipline is required; Ph.D. preferred. Applicants should have releted job experiences and be knowledgable of sludent learning thatory and national tutorial models.

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West Chester University

THE UNIVERSITY **OF TEXAS** AT BROWNSVILLE

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Director of Criminal Justice Institute

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LITB is a "Smoke-Free Institution".
Smoking is not permitted in any lacifity of the University.



BS in Engiacering; Tuans PE registration; formal and hands-on experience in IVAC systems. Three years' superience in selection, installution, irouble-shooting, and repair of chilled water, steem and fuel gas flow und ricsign of building HVAC equipment. Sead letter of upplication, résamé and three refer-oncea to Rice University, Employment Office, P. O. Box 2666, Houston, Texas 77252.

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Counselor Education Substance Abuse Counseling

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uants, movietige or additionaries covary dynamics, and collegality. Responsibilities will consist primari-ty of instruction in substance abusa courses with additional in-struction in CACEP core curricu-lum courses, Other duties include lum courses. Other duties include studant advising and supervision of gradiaate licid experiances. Prelezence will be given to those applicants whose interests and trainling complamant those of the existing laculty. Racovering per-sons are encouraged to apply.

Or, Charles Pryor, Acting Head Educational Leadership and Counseling Northeast Louisian a University Monroe, LA 71209

THE UNIVERSITY OF TEXAS MEDICAL BRANCH AT GALVESTON

CV Bank for Minority Individuals and Women The University of Texas Medical Branch at Galveston has established a Curriculum Vitae Bank to promote the recruitment and appointment of minority individuals and women for faculty, research, administrative or professional positions.

UTMB was established in 1891 and is located on the Gulf coast. Named the 13th best place to live in the United States by Money magazine, Galveston is home to some 60,000 year-round residents. The University employs approximately 8,800 faculty and staff and has an enrollment of approximately 2,500 students in undergraduate, graduate and professional programs.

The academic components include the School of Medicine, the School of Nursing, the Graduate School of Biomedical Sciences, the School of Allied Health Sciences, the Marine Biomedical Institute, the Institute for the Medical Humanities, several research centers and a variety of academic, business and student support service units. In addition, UTMB owns and operates 7 hospitals and operates 107 outpatient clinics.

Any person interested in registering with the UTMB CV Bank should send a vitae or resume and a letter of interest to: Mr. Dale B. Robinson, Director of Affirmative Action, UTMB, 301 University Blvd., Galveston, Texas 77555-0106. Materials provided to UTMB will be used only for the purpose of assisting in the filling of LITMB positions.

The University of Tesas Alexin of Hearth of Collection is at Collection of the Arthurst Collection of the University couplings and present collection work in the United States.

UTMB

RESIDENTIAL COLLEGE ADMINISTRATIVE OFFICER UNIVERSITY OF CALIFORNIA, SANTA CRUZ

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 ${f A}$ calendar of forthcoming meetings, conferences, workshops, and inelliules of Importence to scholars and college administrators -

every week in The Chronicle.

UNIVERSITY

Acting Director of Upward Bound

The Upward Bound program at St. Lowrence University seeks a skilled professional to serve as Acting Director, starting part-time in June 1902 and beginning full-time in August 1902. This uppaintment is temporary is insture and will and September 1, 1993.

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The Aoths Dispector is responsible for the ownell amangement of the program, including working with four full-time staff mentiors, ausaging all propagam index; serving a listone with larger schools, the cast-pua community, and genal and program specialists; and sloveloping programming to support project Scalis.

programming to support project goods.

St. Lawrence unit huvestry's Upword Boursd Pragrens is ledently funded and serves 10% students from the St. Repit Moltowic Reservation, St. Lowermen unit Level Countlys, This appointment is centificated in the Country of t

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Dr. Desma Flah

Associate Dean for Academic Administration

Viles Half Room 106

St. Lowrence University

Canton, NT 13617

Review of applications will begin April 3, 1802 and continue $mill_{\mu}$ suitable candidate in found.

S. Laurence University is committed to fostering multicultural di-certily in its faculty, sieff, starlent body and programs of instruction. As an Equal Opportunity, diffirmative Action employer, or specifical-ly encourage opplications from momen, sainortiles and persons with disabilities.

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Director of Career Development

Ponoma College, our of the Claremont Colleges, is an independent, coeducational, residential, liberal arts college with approximately 1,400 students. Approximately 1,200 students live in residents hall; the remaining students live in nearby rommunities and epend considerable line on campus.

time on campus.

The Durctus of Cruect Development is requestable for decod-sping, expanding and administering a full program of infurnational and educational service, to subsetum speaking cover planning, againsts prolimitary control of the con

Develop and administer a varied program of workehops and seminars a career planuous and decision making, job search techniques and strat-

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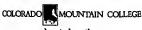
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Waynesborg College, an Independent, Illural ants institution in Southworten rountriane, seeks a threamic Director of Development, Reporting in the Waynesborg College, and Independent of Development, Reporting in the Waynesborg of Indiana, and Indiana College and Indiana College and owner all Annual Fund operations and planned giving programs, and all play certain in the Indiana College in College and play a certain in the Indiana College in College and Indiana.

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Salary is negotiable. The position is available immediately. Applications will be accepted until the position is filled.

Cadelates must suhmit a letter of interert, e current résumé, and the names, addresses, and phone numbers of three references to: The Personnel Office, Wanesburg College, Weynesburg, PA 1537B. AA/EOE.

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COORDINATOR

Scottsdale

APPLICATION PRSCEDURU: The deadline for corepleted applica-tions is fore. Tuesday, April 28, 1992 Applications must include the lot-lowing:

n a purrent detailed neursé n a letter of interest POR REQUIRES APPLICATION FORMS AND INFERMATION CALL.

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This Coordinator of Institutional Vaccinology Services proreoles the use of new Intornation lechnologism in Institution Intograms in the college and also collaborates with the college and also collaborates with the mentalion of isotheringly related approaches to Institution.

n a corepleted application force
We highly reconstrand that applicalions also include the following:

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DIRECTOR OF RESEARCH

School of Nursing UNIVERSITY East Carolina University

Applications and nominations are invited for its position of Director of Research in this large RIA recording School of Awaring, Responsibilities Include consocialing research, Incliniting Inclinities Record proposals, collaborating in research incliniting in the research proposals and the RIA recording in research and the depression of the RIA recording in the RIA record in the RIA reco

is preferred.

Soil Carolino University le part of the University of North Caroliha
aystem and is localed near the Allamile Coast in a rural area. The
School of flurning, along wills the Schools of Medicine and Allied
toalth, is a part of the Division of Itealih Sciences.

Screening will begin April 15, 1992 and will continue until the position in filled. Letter of application, tronscripta, vita, and the names of three references about be sent to:

Dr. Martha Keelmer Engelke, Chair Search Commiltee for Director of Research East Carolina University School of Nursing Oreenville, North Carolina 27858-4353

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and women are encouraged to apply.

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Library

Trinity University, San Antonio, Texas Two Positions

Trinity University Library, San Antonio, Texas, trivitos applications for two

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meanming. Both positions are twolve-month appointments, with TUA/CRIF and other firing benefits, and are weakble as evely as June 1. Send laiser oil application, testileted resume, placement like a stanible, en on ment of these misrerees to Richard Meyer, Discottor of the Library, Tilisty, University, 715 Sandum Divos, 1988 and 1989. The Control of the Control of

Trinity University is an Equal Opportunity, Affirmative Action Employer, we assectably encourage applications from minorities

THE STATE UNIVERSITY OF NEW JERSEY

ASSOCIATE DIRECTOR

Teaching Excellence Center

Newark Campus

Rutgers University, Newark Campus, invites applicates for the oci-tion of Associate Director of the newly-seated larked Teaching Excel-ience Carter, This Individual will work with the Centes Director and Faculty Advisory Sourd in setting and implementing poticies for the Company of the Carter of the Carter of the Carter of the Carter of the sound faculties.

Responsibilities include a leadership rots in the development of campus-wide programs, seminars, and workshops; providing pro-ressional and isolatical spenties to Individual isolatily members and its partnership. The presenting the Center on various external commit-leos and agendes; ind design and refinament of allestide methods to such programs and computer with a superior of the Uni-varily studiest extendion of undergraduate course.

A Master's degree and several years of experience conducting effec-live programs and activities in faculty development and teaching essessment in higher education are required.

***Re position is available immediately. A test of application including salery requirements and a ourrent resume should be addressed to Protestor Rosa Oppenheim, Director, Teaching Excellence Center—Newerk, RUTGERS UNIVERSITY, 92 New Street, Newark, NJ 07102.

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ASSISTANT DIRECTOR

Center for Educational Assessment

University of Missouri-Columbia

The Caniler Ior Educational Assessment (CAI) invites qualified applicants for a high level mensegement joint of the celling test development and seasons for where CAI is a distant of the Chiege of Education, Level members of the CAI is a distant of the Chiege of Education and Cain the expents of Institut services; including development, seeming, scoring, repor-ting, consulting, and in sarvice training (Highly-qualified personnel provide necessary for Implementing destands psychomatic, meanth, lest develop-ment, program evaluation, and articles in services.

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CEA maintenis Cope lies with the Muscourl Sinte Department of Elementary and Secondary Education and the state's local sthrod identics. As a cooperation of the company of the compan

mentary and secondary leves.

The Assistant Divictor provides direct dially edininistration, management, and supervision of the issit development issiff. Confidelise should have training in personaments are well as the further with Nectorical supervision of a united of sindard susessments. A master's degree in embessal finding in the properties of a united of evolutional Psychology is required, and activates in development activates in regarded. Cardiolates should also here on least three years of progressively responsible servinees in administration and supervision.

Appäcations received by May 1, 1992 will be given first consideration. Position stert date is July 1, 1992.

Interested persons may contact the Center for Educational Assessment for more information, [114] 882-8594. To epply send letter of application, re-sume, and names/addresses/phone numbers of three inferences to:

University of Missouri-Columbia Personnel Services 201 South Seventh Street 130 Heinkel Halding Columbia, Missouri 65211

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DIRECTOR of ENVIRONMENTAL HEALTH

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The Public University at Miami

Director of Academic Development Florida International University (FIU)

Florida International University seeks applications and nominations for a Director of Academic Development. A senior position in a growing Development Department, the Director of Academic Development will be the University's chief academic fund raiser, responsible for all private fund raising projects for FIU's academic programs.

This is a challenging position requiring an experienced, self-

into the chairmagning position requiring an experience, sensing individual. It provides an excellent opportunity to build a strong program at a growing, emerging research university. The Director will supervise the coordination, preparation, and management of academic fund raising initiatives. He or she must have a strong understanding of a university's academic enterprise-the ability to work closely with faculty and academic administrator in pursuing mutually agreed-upon objectives is crucial, as well as the ability to translate academic needs inro fundable proposas. Excellent planning, communication, organizational skills and a thorough knowledge of the development process is required. Proven direct capital campaign experience at a major college or university and experience in securing major gifts from national foundations and corporations is essential. The Director will report to the Assistant Vice President for Development, and work in close cooperation with the University's Provost, deaus and faculty.

FIU, o member of the State University System of Florida, enrolls

approximately 23,000 students in 180 undergraduate and graduate degree programs on two attractive campuses in Greater Miami. One e-growing major universities in the nation, FIU has been rated one of the nation's best regional comprehensive colleges by U.S. News & World Report for the past four years.

Minimum Requirements: A bachelor's degree in an appropriate area of specialization and six years of directly related professional work experiences or a master's degree in an appropriate area and four years directly related professional work experience

Send a letter of application or nomination identifying the position by name and number (#45621), a current resume, and names, titles and telephone numbers of three professional references, postmarked by April 23, 1992, to: Mary Ciccarelli, University Relations & Development, PC 230, Florida Internationa University, Miami, FL 33199.

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Director of Computing Services

Southern Oragon State University is recruiting to fill the position of Director of Computing Services. Director of Computing Services.

SIGNIFICATION M. S. required (Ph.D. praferred) in appropriate field. Four second appropriate in delivery of computing second field. Four second appropriate is not second for the practice of the practice of

Application and three letters of reference must be received not leter than midnight April 10, 1892, 808C is an EEO/AA amployer, women, minorities and the disabled are strongly encouraged to apply.

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Anticipated RESIDENTIAL LIFE Vacancies

TRINITY UNIVERSITY San Antonio, Texas

Bially University, an Independent, princarlly undergraduate liberal arts and séness insibation, provides on-campus burshing for signusaimately 1, 900 casess. Its for electeric fully, are salided by 37 beniefor Absidiants, 3 Aucs Confinators, an Assistant Director, and a Director. Rooms are arranged in a nie-style, sparing a semi-private ball.

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In addition, the Area Coordinator ensists with the selection and teining of bashed Assistants, the evelopment end implementationors programming withmake consistence. During the summer mornite, parallel mapounibilities, with
an accumptor, conference havairing. Qualifications: Matter 5 degree in Collega Student Resonnel or equivalent floid proterred plus caperierce in unimitted programming the conference of the self-politic interviews the segree in Collega Student Resonnel or equivalent floid proterred plus caperierce in unimitted plus caperierce.

APPOINTMENTS
The terms of appointment will be for a 12-month period beginning on or about lone 1, 1992.

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REMUNERATION

Names statures will be commensurate with education and experience and

rinds a furnished apartment, relephone and cable installations, a meal

flowance, and an excellent fringe benefits package.

APPLICATION PROCEDURES
Aleter of application, a current vita, and names aix1 telephone numbers of time professional references must be received by April 10, 1992. Send to:

Ms. Peg Laylon
Clirector of Residence Halls
Trinity University
715 Stadium Orive - Box 94
San Antonio, Texas 78212
512-736-7219 Interviewing at NASPA

STUDENT SERVICES

ASSTANT DIRECTOR OF RESIDENTIAL LIFE/RESIDENT DIRECTOR coordinate operation of three residence halls and campus spariment suspies. Course's sludding in this & supervises suident stal. Shares stangarcy response coverage. Live in position. Apartment, board, plus salary SSSTANT DIRECTOR OF STUDENT ACTIVITIES assists in administra-ion of extracurricular programming with perticular emphasis on support to sedent initiatives and programs affirming diverse populations. Advises student programs

Both positions require master's degross and related experien demostrated abilities in communication, lacdscable and edit and commitment to multicultural awaranese. Salary commens experience & education.

To apply send resume, two telerences and cover letter apecitying job like by April 15, 1992 to:

Director of Personnel - Mills Collage 8000 MacArthur Blvd. - Olakland, CA 84613 Catal Operated/Daylor

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Director, Student Employment Center

The Director is responsible for the management of centralized student amployment services and programs for the carepus. This includes appropriate services and programs for the carepus. This includes represent the care of t

University. Prefetred quellications include a relevant Meetar's degree and 7-10 years' appriations in his Desett Plenning/Placement area or college activities, Applicated with other continuitions and electrications and a recruitment of the prefet with the prefet and the prefet and prefet and prefet and the prefet and th

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Director of Student Housing and Summer Conferences **KENYON COLLEGE**

Kenyon College invites explications for the gostion of Director of Student, Housing and Summer Conferences. The Director is a lay member of the Student Affilies test affil and is repossible for the overell administration of the college is absolve residences. Specific responsibilities pictude satir apparation, facilities and busing a state of the college is a summer conference or programmer programmer programmer programmer.

Quelifications include a Mestar's degree and 4-8 years of experience in student affeirs, preferably at a small, selective, residential liberal arts instudion.

Selery end benefits are competitive and are commencurate with background and expanence.

Applicants should submit a latter of interest and partinant experi-ence, together with a current curriculum vitae and the names of three references to:

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Rollins College Winter Park, Florida **Director of International**

& Off-Campus Programs

Bollins Callege seeks a Director of International and Olf-Campus Programs. This is a five-ternount Annial International and Olf-Campus Programs. This is a five-ternount Annial International Conference of Campus Programs. The Campus Programs is a content of Campus Programs and the Campus Programs of the Executive, is responsible for developing as ternational education at Rollins and for directing and programs and all study-abroad esticities on the Rollins campus.

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QUALIFICATIONS: Extensive separience administering intermational purgarnas for U.S. college students and directings
college study-shroad office; esperience in designing and corducting orientation and re-entry programming for students
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This position will commence summer 1992. Resumes and at least three professional references (including phone numbers) should be forwarded its: Chair of Search Committee, Oircelor of International and Oil Crampus Programs Search, Office of International and Oil Crampus Programs Search, Office of International and Oil Ave. - Plox 2794, ROLLING COLLEGG, Winter Park, PL 32795. Interviews will take pixed the NAPSA Chicago Convention in late May.

Rollins College assures equal amployment opportunity through a continuing and affactive affirmative action programs. Minoritistand women affactore affarmative action promises maintain as non-seek policy for academis and administrative buildings.



KENYON COLLEGE

Assistant/Associate Director for Capital Funds

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Solary and benefits are compellive and the level of op-pointment will depend on prior experience. Please send cov-re latter and refeunce to J. Phonosa Lockard. Director of Capi-tal Funds, Kenyon College, Gernbier, Ohto 43022. Review of copplications will begin April 13.

An equal opportunity employer, Kenyon encourages appli-cutions from minority and women candidates.

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MISSISSIPPI STATE UNIVERSITY POSITIONS IN RESIDENCE LIFE

M^{*}SUSSIDDI State University is currently accepting applications for the following positions in the Department of Housing and Residence Life. Mustisippi State entrols more than 13500 students, 4900 like on camput in sisten residence halls and three apartment completes.

ASSOCIATE DIRECTOR OF HOUSING FOR RESIDENCE LIFE

The Associate United on the Problems of Orl Residence of a Beneficial Residence of the Resi Minimum qualifications: Master's degree in Student Development or a closely telated field, three years' kill-time experience in residence life.

Applicants should have knowledge and commitment to student development theory, excellent supervisory skills; excellent oral and written communication skibs; conflict management skills; commitment to diversity, and the ability to function as a member of a team

AREA COORDINATOR (Anticipated Vacancy)

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RESIDENCE HALL DIRECTOR/ASSISTANT AREA COORDINATOR [Anticipated Vacancy]

The Beddence Hell Olerocol/Hostans-Nova Government College of the Publishment Washington College of the Service as a member of lan new raidbree file municipament porm, including woolving with the area locardiants to just in-survice variable programs, manage front dest operations, supervise hell council adviding, and coordinate educational programings manages a residence hell, reclining selection, supervision and evaluational programming manages are residence hell including selection, supervision and evaluation programming management such and programming selection supervision and evaluation selection supervision and evaluation selection supervision and evaluation selection selec

University state. Minimum qualifications: Bachelor's Degree in a truman services field; past

reconstrup experience in residence reals.

Applications for these positions vall be accepted through April 22, 1992, or until the positions are filted. Please send leist of application, résumé, and the names of three references to Dr. Bob Wolderon, Chail, Seanic Committee to the Associate Obstoco of Housing for Residence Life position; or to Mr. Edward Grantiple, Chail, Seanic Committee, of the Area Contrainer or Assistant Residence Hall Directan/Residence Area Coordinator positions, to P. C. Drawer HJA, Maskingh State, Mississipp Struck, Mississipp Struck,

Mississippi State University is an AA/EEO employer.

Library-Research Associate III

Duties: provide user support lor cataloging, acquisitions, chrodeltor, and reference and assist in system management to FNNOPAC, an International state of the Computer system that marinarian a share-bibliographic catalogue in a consortium environment. Provide assistance to 10 lbrown catalogue in a consortium environment. Provide assistance to 10 lbrown catalogue in a consortium environment. Provide assistance to 10 lbrown catalogue in a computer. Share to a CACAC Analysial Planning Librarian. Al-A secreticies MLD or adjusted and Analysial Planning Librarian. Al-A secreticies MLD or adjusted as a long catalogue in a computer. Share catalogue as a long catalogue in a computer. Share catalogue in a supporting or training role for an integrated by an establishing to communicate ellectively in written and spoken English ability to communicate ellectively in written and spoken English catalogue in a consideration problems entered. Salesy-plication, resuma and times lates or one year. Submit lates or application, resuma and times lates or one year. Submit lates or application, resuma and times lates or one year. Submit lates or application, resuma and times lates or one year. Submit lates or application, resuma and times lates or one year. Submit lates or application, resuma and times lates or one year. Submit lates or application, resuma and times lates or one year. Submit lates or application, resuma and times lates or one year. Submit lates or application, resuma and times lates or one year. Submit lates or application, resuma and times lates or one year. Submit lates or application, resuma and times lates or application, resuma and times lates or application, resuma and times lates or application.

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Instructional Technology Consultant

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OFFICE OF UNIVERSITY COMPUTING

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rested candidates submit letter of application and resume to

Note Dame le en Equel Opportunity/Affirmative Action Employer M/F/H/V

Activities Advisor, Campus Activities University of Houston

We are seeking applications from qualified individuals who can develop and implement a varied program of co-curricula activities that meet the actuational coloral program of co-curricula activities what is actuational coloral program of co-curricular activities advanced for programming will advise Student Program Boord constitutes an ocnoterst, wideo, special events, homeocoming, and tresult The Architect Advisor for Porchalteria advises national women's fratestities and student organizations and supervises rush architecture.

Bolh positions require mester's degree in student personnel, courseling, or higher education and experience in additing, programming, and student lead-arthy development. A baschot's degree with significant student personnel associated and the programming apparence will be considered. An ability to maintain a flexible work schedule that includes nights and westerness is required.

Review of applications will begin immediately and will continua until position is filled. Preliminary interviews also will be conducted at ACPA and NASPA. To opply, please mail latter of application, resume and 3 letters of reference to:

Equal Opportunity, Affirmative Action Employer

Counselor Education

The Department of Education and Psychology at Tuelson State University seeks applications for a timuse taket position at the Assistant Processor level in Counseling Counseling Psychology and Education at the Counseling Counseling Psychology and Education at Counseling Counseling Counseling Psychology and Education at Education and Educa



An update from Washington on what's happening in Congress and in the federal agencies that's likely to affect colleges and the people who work in Academe —

every week in The Chronicle.

Director Dept. of Food Services

Princeton University is currently seeking applications for the position of Director of the Department of Food Services.

position of infector of the dependent of Plant and Services and be you will report to the General Manger of Plant and Services and be responsible for contract clining, cash options, catering and support for special ovents and summer conferences. The department oper-tion is the summer conference in the complete of comprehensive the conference of the complete of the comprehensive and comprehensive the complete of comprehensive the complete of the comprehensive the comprehensiv 120 employees with an operating budget of approxima million. Contract dining facilities support five undergrade dential colleges, the graduate college, and include a

Ormanic Company of the Company of the disting facilities provide critical support for the deadloral program of the residential college communities. Cash operations include a student center, cafeteriar, concessions, catering and

voading.

Administrative responsibilities include policy development, bedgat and accounting practices, purchasting and implementation of
computer systems. Will work closely with the Dean of Sindens,
Realdentall College Manters, Undergraduuts student organizations, the Dean of the Gradustic School and Gradust student
organizations while creating compiliance with State and Undrysity studiestic and safety regulations.

sey autuston and saccy regulations. A college degrae Hatol/Restaural/Institutions Management in preferred. A miliatusm of 10 years experience in institutional loods services management, preferred by in college or university in measure. Candidates should possess a strong internst in the quality of food, effective communication and interpresson shiftle play proven shiftles in parameted development, operational management, entancer relations and interpressor and management, entancer relations and interpressor development, operational management, entancer relations and interpressor councils.

Picase autual 2 copies of application/resume by April 15, to Human Resources, Attns Req# 1215-PP, Princeton University, Clie Hall, Princeton, New Jersey 08544

Princeton University

Equal apportunity/affirmative action employer which excourages minorisim and women in apply for this position.

St. Bonaventure University **DIRECTOR OF ATHLETICS**

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St. Bonaventure University is an Equal Opportunity Employer.
Women and minorities are encouraged to apply.

Metropolitan State College of Denver

DIRECTOR OF STUDENT ACTIVITIES

BUILLETIN BOARD: Positions available

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Official transcripts will be required of finalists only.

Mictropoliton State College of Henrer is an Equal Opportunity Kupployer. ons from galanchites and women are particularly imited.

PURCHASING DIRECTOR University of Iowa

The University is seeking a person to manage and coordinate all of the University purchasing functions. The Objection ensures that the purchasing functions of the University are carried out ellicitently and effectively according to all applicable rules and good practices and plans and directs the activities of the department.

the department.

Michana requirements include a Bachelor's degree from an accedited school fluidarias. Administration or a closely-related field or an equivalent combination of the processing requirements is required to michanal or long-related processing requirements is required to processing or the processing of the processing or the processing observation or the processing information.

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Quittied confides should send a letter of interest and résuné with the rans, addresses and itelephone numbers of three references to Nancy Noth, Addisonables, College of Business Administration, 100 Prillips Had Universi-yati Doug, lova City, Iowa 52242-1312. Candidate screening will Despirable 1,1992. The University is an Equal Employment Opportunity employed.

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STLAWRENCE UNIVERSITY

Associate Director/ **Academic Computing**

St. Lawrence University seeds as A soles are Differed to A Andylam. Computing This position reports to the Drecket of Camputer Services and in starbed stard. This position reports to the Drecket of Camputer Services and in starbed stard to the Drecket of Camputer Services and in starbed stard starbed stard to the Services Andylam, and the starbed s

Application review begins March 30, 1992 until the position is tilled. Forward your résumé and letter of interest to:

Douglas H. Willard Computer Services SI. Lawrence University Carston, NY 13617

St. Lawrence University in committed to addering multit ultural diversity in its faculty, stall, student body and programs of instruction. As an Equal appointment, Adimative Action employer, we specifically encourage applications from women, minorities and persures with disabilities.

Director of Medical Library

Washington University School of Medicine In St. Louis, Mo.

Washington University School of Medicine Invites applications and nominations for position of Director of the Hedical Library, Responsibilities of Director industry before the coordination of a state-of-tension for the coordination network, incumbent will be expected to profit and the profit of the Coordination programmatic planning in appoint of adulents and departmental research. planning in support of aductits and beyond the services. The Medical Library and Biomedical Communications Center consists of 113,000 square feet of space and sophisticated computer technol-

ogies.
Successiti candidate vili tave sonnecd degree in Library Selences, intonnaises, Boneforia Communications or related Reid, Experience in Library Selences, Boneforia Communications or related Reid, Experience in Communications of the Communication of the C Salary range is competitive and commensurate with qualifications and experience.

Submit letter of interest and curriculum vitee, with names and addresses of three references to:

Ihree references to:
Dr. Harvey R. Collen, Chair, Search Committee
Wastington University School of Medicine
Box 8 I 16, 660 South Euclid Avenue
St. Louis, MO 631 10

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Bulletin Board The Chronicle of Higher Education 1255 Twenty-Third Street, NW, Suite 700 Washington, D.C. 20037

DIRECTOR OF ATHLETICS

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Qualifications: A minimum of a fair a shareous degree is required; an advance of legence sixtable. Apply a maximum densities from gratespersonal skills and adulty to communicate other theology with all ransitiuters its of the aduletic program. Proceed, and skills a higher levels of a fairmistantium in feed, personnel, and Salary will be regentable and competitive. The position will be available by 1, 1912; start there is regotable.

Nominations and Applications. Send letters of nomination or application with a resume and three letters of recommendation to:

Chair, Director of Athletics Search Committee Office of the President
Office of the President
The University of Daylon
30x1 College Park
Daylon, OH 45469-1624

Review of applications will begin on April 6, 1992.



The Linkwisky of Carton is an Equal Opportunity, Aft

The University of Dayton

AUSTIN COLLEGE

Director of Academic Computing

Rapponghibitian To direct acadamic computing program, facilities and staff, to saish facely by planning and myslemanting computer particul interaction and research; not in accordance processes and see though the program of the computation of

Austin College's accodamic computing resources include IBM PCs, Macintoshes, UNIX-bosed workstations and a DEC PDP 11/44 with 24-plans for installation of a VAX-based compute wide Ethernet network. plans for installation of a VAX-based computerwise Euterina environ.

Position ovallable July 1, 1969. Send opplication, extranscripts and three recent latters of reference to Dr. David Jordan, Vice President for Academic Affatra, Annita Collage, P. O. Box 177, Shernan, TX 75091-177. Raview of applications will legin April 1. EOB.

yours' public echool besolving at clemestary faved preferred. Aspointment date: This 1997, Salery desendent upon experience and quilifestions, Send of letters of meconsendation in J. Dilucci., Search Committee Chair, Kissculopy and Hastin Science, Box 1915, SFASU, Necoylorks, Lexic 73962-3915, Desdire: April 20 or unifilided. AACDE.

Physical EducationSpart Psychology: As-siment Professor, Nigrmy State University invites applications for a terms trick as-essant; professor beginning August, 1992. Qualifications: preferred-octorate in physical education with primary emphasis in Motor Learning/Control, Motor Devel-opment, and strort psychology. Additional background or trafrish on uddoor recrea-

DARDEN

THE DARDEN GRADUATE SCHOOL OF BUSINESS ADMINISTRATION

UNIVERSITY OF VIRGINIA

Director of External Affairs

The Darden Schuol of the University of Vriginia seeks candidates for the positionari Director of Esternal Mains. The Director of the chiral administration and advisors to the Dean tar Intelligence and relations, and university of the productive of the Dean's sensitive statt. The Dean serves as President of the Tean's sensitive statt. The Dean serves as President of the Tean's sensitive statt.

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Salary is commensuate with qualifications and experience. Review of numinations and applications will begin immediately an icontinue until the selection of the camildate of knoice. Résumés, cover letter antiker nominations that the factories.

o:
Masiha Z. Siachitas
Vice President, Evecutive Search
Bames & Ruche, Inc.
919 Conestoga Road
Ouiding Three, Suite 110
Rosemonl, PA 19010 FAX: 1215) 527-0381

Both the Darden School and the Darden Foundation are committed to Allitmative Action programs and are Equal Opportunity Employers.



DIRECTOR, DEVELOPMENT PORTLAND COMMUNITY COLLEGE

Portland, Oregon

Manage, plan, coordinate and implement all resource development activities for the college and the PCR Countation. A Sacriber's degree in Ability the for the college and the PCR Countation. A Sacriber's reporter required. There yet "mource development a series of equivalent preparation required. There yet "mource development a learning of the policy of the policy

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ELMIRA COLLEGE Residence Life Coordingtor

Applications are invited for two Residence Lits Coordinator positions of Einsto College. Elimits is an independent, conductional, liberal orticallege located in the Finger Lakes region of leve York Side. One in-month Coordinator will be responsible for the odministration of ison residence, holiol of 250 insherines students and one 22-month Coordinator will be responsible for the odministration of ison creditates, holiol of 250 insherines students and as 22-month Coordinator will be responsible for the odministration of one building of 250 superiors estudents.

200 upperciose students. The individuois supervise undergraduote atdil ol peroprofessionate and along with other hell perfessional stall results are cased the Or-sis and the other hell perfessional stall results are season as select loss, evertuation, and treining on well on other capacit of the administration of the Residence Julie Program. Assertive supervision of undergraduois student metalence boil is required.

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DIRECTOR OF COMMUNICATIONS

Lasell College Newton, Massachusetts

Founded In 1831. Learl College to grotter Borbus's oblest culleng for yomes and offer associate and hereofourness eigeness in several professional plant associates and hereofourness eigeness. The Director of Communications reports in the Director of Dovelopment of the College of the College

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Requirements: Ministant of R.A. in communications or mloted field; several years' professional experience in communications or siralist several years' professional experience in communications or siralist moving the professional control of the con

Send letter, résumé, and references to: Helena 8. Hartnott, Director of Development, Lasell Colloge, Nowton, MA 02166. No calle place.



UNIVERSITY OF VERMONT Assistant Director - Student Life Department of Residential Life

Responsible for developing residence education progrem which com-plements such earlier in such as the property of the property of the planeties used on the property of the property of the property of the specific property of the property of the property of the property of the departmental committees; errors as the appealment or related field enti-tive years, related work experience required.

Letter of application, résumé, and three lottere of reference abould he auni by April 17, 1982 to:

Chuck Lamb UVM Residantici Life Robinson Hall Burlington, VT 03405-0384

Affirmative Action, Equal Opportunity Employer

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A complete list of the latest government grants, foundation grants, and private gifts to

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GONZAGA UNIVERSITY

University Library

On ange University, a Kloret et a. Catholia Jesuit universe invites applications for three permanent sense-less is brary Faculty positions in preparation for the opening of new Foley Center (three) in September, 1982. The Foley Con-ter will setture advanced information technology, sed is it unded to serve as a regional information resource pairs.

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All positions are invelor-month permanent Issuure-irack faculty appointment wite liberet leasuly beartills including buttlen velorer and microstion assistance, as morphin ALA secretical MLE. Sizering delet encognition and train are instruction and the sizering deletion and the

Oonsege University is an equal opportunity, affirmative action employer.

Director of Financial Aid

Brown University levites applications and nominations for the position of Director of Financial Aid. Brown University is a highly selective private a versity located in Providence, Rhode Island with an underposable erost mant of 5500 students, and wide variety of academic programs in the

The Director of Financial Aid is responsible for organizing, manufag, and directing all aspects of providing financial aid for approximately 2000 undergraduate students. The Director manages a professional stall of the officers and a support stall of eight.

The qualified candidate should have a minimum of 3 years of executive lev experience in higher education or a similar level of experience in a relevant onel cepabilities. A history of po rates increasing levels of resp

Times as required. Convergence of minimate any practices as expenditures on April 1, 1992 and with continuous many and a suitable candidate has been selected. Send converted testiman, references and salary requirements to: Dr., James H. Wyelly, Associate Proposit, Chair, Sayart Committee, Suryan University, Box 1983(E00081), Providence, H. 02:17; FAX (401) 855-2244. Bown University is an England Department/Affirmation Action Employer.



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Georgetown University Law Center

DIRECTOR OF STUDENT SERVICES

New Position

Goorgetown University Law Center is seeking a Oisector of Student Services. Located a few blocks from the U.S. Capitol, the Law Center attacts undersit from more than 250 colleges and universities including many loreign unstantions. One of the largest law schools in the country, our community is both culturally and cacibly divenes, with substantial evening

and gramme programs.

The Office of Student Services is responsible for premoting an environment that creates a sense of community emong the diverse groups represented in the Law Center student body, salef and faculty, its programs and senterse are to enhance the exadering insistion of the Law Center by providing opportunities for leadership development and creative intellectual growth.

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The Elector reports to the Law Center's Assistant Oeen for the 1,0. Program and is majorashile for a variety of challes including development, program and a majorashile for a variety of challes including development, programs, programs, appreciation and budgest deministeration for Child Cod Student Congrams, appreciation, Prof. Andrew programs related to the challest programs related grading, aspart of majorams including new student orientation and curriculum lay, asdissipation and congrams and

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The position requires a Massetz degree in Student Personnel, Higher Education or related field. Ph.D. preferred. Minimum seven years of the first program of the pro

Résumé, selary requirement and references ehould be sent no ister than April 8 to

Assistant Dean Evernit Bellamy Georgetown University Law Center 600 New Jersey Ave. NW Washington, DC 20001

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PROGRAM OFFICER Program on Latin America and the Caribbean

SOCIAL SCIENCE RESEARCH COUNCIL

In anticipation of further diversify across and expension of its international programs or search planning and advanced accountle articles, the SSRC invites applications for illusing Program Officer as sugment staffing of its Latin American program non-more registra. Utilizer us sugment stalling of us Latio American program.

The Program Officer oil words closely with the Distractor of the Latin American program, my self as wish unber members of the Coronti Staff, in solidition to working on tropics has focus us Latin America smiler in the Entshibers, the uncereful remishiber will also help in develop progress that fender comparisons between Latin America and other world regions.

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EMPORIA STATE UNIVERSITY

Coordinator of Student Activities. Organizationa and Special Evenls

Emporis State University invites applications for the 12-month coordinator position to begin June 18, 1992. Re-sponsibilities also include greek affairs, leadership train-Ing, multicultural awsreness, student government, management of student organizations office and University Special Events Executive Secretary.

Candidates must possess a Master's degree in Student Personnel Administration or comparable degree in high-reducation, along with a minimum of three year's expe-rience in the student sctivity field. Student development and advising skills required. Salary will be commensu-rate with experience and qualifications. Review of appli-eations will beein April 20 and continue until the position is filled.

tion is filled.

Send letter of application, current resumé, snd three letters of recommendation to: Coordinator of Student Activities Screening Committee, of Marilyn Buchel, Campus Box 7, Emporia, KS 68601-698, ESU Is an Afftensitive Action, Equal Opportunity Employer and encourages applications from members of protected classes.



DePAUW UNIVERSITY

Assistant Director of Residence Life (Quadrangle Director)

Opportunity for creative student afairs generally to have a significant Impact on an enviring relidence life program. Repromible for all apects of smillered are considered and appeared to the consideration of the consid

DePAUW UNIVERSITY IS AN AFFIRMATIVE ACTION, EQUAL OPPORTUNITY EMPLOYER. Women end minority candidates are encouraged to apply.

DIRECTOR

African American Education Office

African American Education Office

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Same: States, the state of the Psychology Teaching position in graduate Counseling and Psychology at St. Martin; Collage. Ps.D. at rougly preferred My. Awin manuscrive experience considered. Strong clinical stiffs and statching aspert-ence important. Seed visume, smallens



Director of University Police

Applications are invited for a Director of University Police. The Director is responsible for planning, implementating, administrating and evaluating (if all aspects of the campus security program. Incumhent supervises a uniformed force of 60 officers, directs criminal investigations, initiates crime awareness programs, educates the academic community in safety and secority matters, and provides liaison with other metropoli-tan universities and law enforcement agencies

Chartered by Congress In 1821, the George Washington charrered by Chippess III 1121, me decope washington Iniversity occupies 3 facers in the nation's capital A private cheducational institution, GW has an enrollment of over 17,001 students, Including (A)MS full-time under-graduates, representing all 50 states and 1100 farefun countries. Situated in the historic Foggy Beatum section, the University is just blocks from the White House, the State Department, the Kennedy Center for Performing Arts, and many other governmental and cultural instituflors. GW is comprised of seven schools with 88 under-graduate, 182 master's anil 77 ductural programs

The successful applicant for the Director of University Police must have a uthfurn of 12 years of progressively responsible experience in law enforcement activities. with at least four of these in a college or university setting. A hachelor's degree in criminal justice, socialngy or related field is necessary; master's preferred. Qualified candidates should send covering letter, resume, and names, addresses and relephone numbers of

> Ann E. Webster, Chair. Search Committee for Director UPD The George Washington University Rice Hall 403. Washington, DC 20052
> This position must be filled by July 1, 1992.

PERALTA COMMUNITY COLLEGE DISTRICT

DIRECTOR OF EDUCATIONAL DEVELOPMENT

\$51,456-\$62,556/Annual Apply By: April 13, 1992 MA Degree and one year of format training, intem-ship or leadership experience reasonably related to thie administrative assignment.

Obtain application from Peratia Colleges 333 E. 8th Street Oaktand, CA 94608 (510) 466-7297

AA/EOE

and americs of syllabil to: Mararet Ocod-win, Secretory, Sr. Martin's Colices, Lac-ey, Washington 98503, EOE. proclaiming Proclaim of April Committee Control of the Committee C Psychology: College of the Redwoods lo Euraka, Califernio, needs Psychology In-structor. Full-time feaum truck costition on the beautiful Pacific North Ceast. 529,122 to \$44,658. Starts August 13, 1992. Applica-



BULLETIN BOARD: Positions available

University of Wisconsin Marathon Center

Director of Student Services

The University of Wasconson Center-Marathon Cronty invites applications for the position of Director of Student Services. The Director is responsible for the supervision and administrations of the overlap frongen, which is clader aging professional and teresed worff acceleres. A streamber of the acceleres may the Director reports which exists the supervision of the professional and teresed worff acceleres. A streamber of the acceleres may the Director reports which exist you the Campun Dean.

denie mil, the Director reports directly to the Campus Dean.

Put W Centra-Manden, one of 13 Unreversity of Wentomian Centers, as a feedbase substance to the size transfer institution with an errollment of 200 medient. The campus is becard in Wanara, metrophila area 180 miles until of Manden varying in becard in Wanara, metrophila area 180 miles until of Manden varying in Center of Cente

budget.

An camed doctorate and supervisusy experience preferred. Matter's degree and broad experience in the arcts listed above required. Experience thould related a System of the control of the contr

Send letter of interest, reased on experience and education.

Send letter of interest, relumel, graduate school syntestyn, and three correct
letter of reference too Sally Paul, Serrich & Serren Commutee Serretary,
University of Walcomin Center-Marathon County, S18 S. 7th Ave., Wasna, WJ 54001-5390. Salary: Competitive, based on experience and education.

The University of Wisconsin System is required to release, whilin two days of a request after the deadline for receipt of nominations and applications, a combined into 6 all nominutes and applicance without differentiation.

The University of Wisconses Center-Merathon County is an affirmative action, equal opportunity employer and encourages women, incutions of minority groups, handicapped persons, and vereining to apply.

DIRECTOR OF THE ANNUAL FUND

Reed College

Reed College. Invoiced in Portunda. Organ, incles applications and nontrelions for the possible of Directors of the Annual Pad. Founded in 1900, Reed is a young liberal as insulation respected for its obstacles controllars and fleere dedictable and insulation respected for its obstacles controllars and fleere dedictable is all to cont. Heathers of the College community was self-matthers it as good. Heathers of the College community was self-matthers a group of dislinguished individuals working together. We here the property of the prope

PROGRAM OFFICER

Great Lakes Colleges Association

Deadline for applications: purmarked April 22, 1992.

Director of Academic Achievement Center/ Educational Opportunity Program

California State University, Sacramento, founded in 1947, is the seconth logical surprised in ECU System with a current student progulation and compared to the CCU System with a current student progulation are compared as the program of indication compared to the program of indication logical try approximately 1,100 faculty provides students with opportunities that criter before the degree of the program of indications and master's degree of the program of indications and master's degree of the program of indications and master's degree of the program of

in 40. A California's capital, Sacramento has an advantageous setting for a dynamic aerademic program. The prosumity of CSUS to the California legislation and inform agencine of sides and federal government provide in the capital capital capital capital capital capital profit in the participate in politicipate in pol

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[2] ALAIFACH (DNS: The successful candidate should have knowledge of special service programs for underepresented students, counseling, and special service programs for underepresented students, counseling, and the successful students, special landed edoporated programs. In the successful successful successful programs for an evidence-has will take and demonstrated above of effective confacts and redottorships with the community. A P.D., or Wester's degree in a velocard field, a required. ANTICIPATED STARTING DATE: July 1, 1992.

APPLICATION PROCEDURES: Applicants should submit the follow-ing materials by April 15, 1992: letter of application; current résume; names, addvesses and telephone numbers of three references who can address proterrional preparation and experience.

Office of Faculty and Staff Atfairs Administration 265, Bux AAC/EQP Sacranento, CA 95819-6032

SEARCH EXTENDED

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DIRECTOR OF

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To apply, med loiter at application, resume and them letters of reference in: (Mira el African) and the Action, Salam State Callege, 282 Latepaths 24, Salam, MA 91870. Application review is magalay and wit occifican selfs the position in Illino.

Associate Director of Athlatics Senior Woman Administrator

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of Office of the President
Galfonia Bata University, Fullarban
P. O. Sco 36050
Fullerzan, Callionia 388:34-4480

FILING DEAGLINE: APRIL 17, 1892. Celifornia Stets University, Fullanton is an Affirmative Action, Equal Opportunity, Title IX Employer.

DIRECTOR OF CORPORATE & FOUNDATION SUPPORT **Reed College**

Reed College, located in Portlant. Oregon, Invites applications and nominations for the position of Director of Corporate and Foundation Support, Founder in 1909, Reed is a young liberal are institution respected; for its distinctive curriculum and flerce dedication to teach

Support, Founded In 1908, Reed In a young liberal aris Institution in Land Ling Reed Integration to each large. Reed Integration to each large Reed Integration to each large Reed Integration to each large Reed Integration to the Reed Integration of the Codings Community are self-molwied: a group of classification of code and considerable and control of the Reed Integration of the Reed In



AREA COORDINATOR FOR RESIDENTIAL LIFE

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SALEM STATE COLLEGE IS AM EQUAL OPPORTUNITY AFFIRMATIVE ACTION EMPLOYER. PER EDES OF COLOR, WOMES AND PERSONS WITS DESAULTIES ARE PARTICULARLY FR Salem State College

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Wartburg College

DIRECTOR OF FINANCIAL AID

Warriburg College invites applications and nominations for the position of Director of Financial Aid. The director will provide leadership to a program that administers more than \$9 million in institutional, stell and

scorest intancial sid.

Residan Bersyltam: The director is responsible for all aspects of the funcial all program. A primary emphasis is placed on working desdey that sudenis and their intillies in planning and meeting the costs of a Wart-bardenian and their intillies in planning and meeting the costs of a Wart-bardenian in a fulfilliam, the director will provide the analysis and projection becomes to a superior of the second of their contractions. The property of assume the effective to not college-intended fear-ois intelligence of the property of assume the effective to not college-intended fear-ois intelligence.

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Qualifariries: The Director of Financial Ad will genous a bringe genule, ment to church-related liberal arts callege and have the shilly it sensit his diverse group of majority, minstry, and international students. A bischolor's degree is required and a master's degree is previous. There is never to five years it profess financial and appealment or related experience resided experience are shill be added to the profession of the

Doug Mason
Vice President for Advancement
Wartburg College
222 Ninth Street Northwest
Waverly, 14 50677

The search will continue until the position is filled.

Wartburg College is an Affirmative Action and Equal Opportunity Enployee. Applications from minorities and women are encouraged.



MUSKINGUM COLLEGE Director of Admission

Muskingsim College invites applications and nontransitors to the position of Director of Admirston. The Director reports to the Donn of Eurobane, all provides and a members of the emission musksparred to the confidence of Admirston. Responsibilities below management of a still of those reduction of Admirston. Responsibilities below management of a still of those reduction of Admirston. Responsibilities below management of a still of those reduction of Admirston. Responsibilities below management of a still of those reduction of Admirston defines of the still ening of carulidates will begin April 15, 1992. Send resume and three

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DIRECTOR OF ADMISSIONS AND FINANCIAL AID

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JMU

James Madison University Assistant Director of Greek Life and Orientation

Jemies Medison University is a state-sload institution with an annoliment of more laten 11,000 selectine. The position sequines provon messagerial click with disconnicional conjugations in enrichteration, respector, associated with other control conformation of the conformation of the



The Colorado College

Residence Hall Director/ Assistant to the Dean

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PROGRAM COORDINATOR THE VENTURE CONSORTIUM

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ASSISTANT DIRECTOR OF RESIDENCE LIFE THE COLLEGE OF WILLIAM & MARY

William & Mary is seeking on experienced professional to serve a Assistant Director of Reridence Life for Administration and direct mos of the administrative responsibilities of the department.

rimory responsibilities include:

- Directs all aspects of the coom ariginment process for 4500 under graduate, graduate, and family credents. This includer market ing, the notification process, idling, coordination with othe College agencies, supervision of the office wall, taking of under and professional radi, serving, as a resultance, resulting made.
- and procession artificering as a state of the publications.

 Servet as office coordinator for Summer Conference Program.

 Administers summer school program.

 Administer laundry machine contract.

 Servet as a member of the central office staff.

Qualifications:
Seeking an individual with a Marter's degree in a related field imagingline are possible reddence life experience whethas creditents and write communication with its high solerance for simbly and can demonstrate a more communication of the possible of the communication of the communicat

Solary Range: \$26,000 to \$30,000 with a full benefits package

Starting Date: June 1, 1992

Application Process: Send letter of Interest, resume, and three letters of reference to:

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| Pred Fosh | Director of Reridence Life | The College Of Williams & Mary | The College Of Williams & Mary | Williams & Mary | Williams | Williams & Wary will be Interviewing at NASPA | NASPA | Williams & Wary will be Interviewing at NASPA | Williams & Wary will be Interviewing at NASPA | Williams & Wary will be Interviewing at NASPA | Williams & Wary will be Interviewing at NASPA | Williams & Wary will be Interviewing at NASPA | Williams & Wary will be Interviewing at NASPA | Williams & Wary will be Interviewing at NASPA | Williams & Wary will be Interviewing at NASPA | Williams & Wary will be Interviewing at NASPA | Williams & Wary will be Interviewing at NASPA | Williams & Wary will be Interviewing at NASPA | Williams & Wary will be Interviewing at NASPA | Williams & Wary will be Interviewing at NASPA | Williams & Wary will be Interviewing at NASPA | Williams & Wary will be Interviewing at NASPA | Williams & Wary will be Interviewing at NASPA | Williams & Wary will be Interviewing at NASPA | Williams & Wary will be Interviewing at NASPA | Williams & Wary will be Interviewing at NASPA | Williams & Wary will be Interviewing at NASPA | Williams & Wary will be Interviewing at NASPA | Williams & Wary will be Interviewing at NASPA | Williams & Wary will be Interviewing at NASPA | Williams & Wary will be Interviewing at NASPA | Williams & Wary will be Interviewing at NASPA | Williams & Wary will be Interviewing at NASPA | Williams & Wary will be Interviewing at NASPA | Williams & Wary will be Interviewing at NASPA | Williams & Wary will be Interviewing at NASPA | Williams & Wary will be Interviewing at NASPA | Williams & Wary will be Interviewing at NASPA | Williams & Wary will be Interviewing at NASPA | Williams & Wary will be Interviewing at NASPA | Williams & Wary williams & Wary will be Interviewing at NASPA | Williams & Wary will

AA/EOE; Minority condidates are encouraged to apply



DePAUW UNIVERSITY

Assistant Director of Campus Programming

The Austrant Director will be directly involved in the creation and support of programming for a new multi-cultural living unit. The Austrant Develor will also be involved with a vide variety of extribed including control to support, advisorable may be a control to support, advisorable variety of the control to support, advisorable variety of the control to support and programming such as the compact control to support and the control to the compact community. Master's disper enquired. Profess experience in campup programming and moderne like preferred to the control to the control to control to the control to the

DePany University is an Aliamative Action, Equal Opportunity Employer Women and minority candidates are encouraged to apply.

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SPU is an evangelical Christian university in the Westeyan tractition, serving more than 3,3DD unxletgraduate and graduate attudents in the liberal ans and professions. The University seaks latin-affirming Christian applicants who are more than 3,300 unxleigraduata and gratiuate atudents in the liberal and professions. The University seaks latin-affirming Christian applicants who committed to its mission and ifessive expectations.

SPU amountees the superings in the Office of Sindent Ule. The searing takes for firstee positions is law 1, 1992. Review of candidates will begin April stars for firstee positions is law 1, 1992. Review of candidates will begin April candidates will begin April 1992. Review of candidates will begin April 1992. Searing the Searing Was 1991 19, (200) 281-2041. Women and Immodifies are concusinged to April. Are Will Office of Sundern Life. 15-William Pacific University, Searing, WAS 1991 19, (200) 281-2041. Women and Immodifies are concusinged to April.

DEAN OF STUDENT DEVELOPMENT AND CAMPUS LIFE

Overvision The clean serves a primay advocate for audient needs and con-billities and Overvision of the Constitution of the C

DIRECTOR OF UNIVERSITY AUXILIARY SERVICES

Overview Produce and instance teacheshy for Understep programs and "switces helding recibione hold, lood sanctes, student union and confertive teachest of the sancteshy for Understep programs and
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DIRECTOR OF STUDENT LIFE

Overview Provides Readembly to a reader a chiefs on campus. Responsi-tion of the Committee Comm

ASSOCIATE DEAN College of Information Studies at **Drexel University**

Drexel University's College of Inforoiation Studies is neeking noninnations and applications for the position of Associate Dean of the College. Amicipated naming date it 1 July 1992.

ed making date it 1 July 1992.

Devel as a technological university wold one of the patien's consequence to concentrate reference programs. The College of Information Studes officer to concentrate reference programs. The College of Information Studes officer in the College of Information Studes officer in the College of Information Studes officer in the College of Information Development in the College of Information Students in the College of Information Students of Information St

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[Rease forwer(noninistions and applications, with three references, ro Dr. Richard H. Lydr, Dean, College of Information Studies, Daxel University, Plaudelphin, Fermelyvania; 1910. Dreast is a engal opportunity ecoployer. Review of applications will be given or 15 April 192. Noninstions and applications will be position in fall position in fall position.

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Research/Gesedes Research Associate to perform routine cell culture, microcell fu-sion, researching of YAC or cosmid liberates, construction and screenian of a cDNA li-brary, chromosome in also hybridization,

ASSOCIATE CAMPUS DEAN FOR ADMINISTRATION

Texas A&M University at Galveston

(A PART OF TEXAS A&M UNIVERSITY) College of Geosciences and Maritime Studies



The Galveston Compas of Tears A&M, with budges of \$15 million, a seeking optionsors for the position of Associate Compas Dom for the seeking options of the position of Associate Compas Dom for the Compas Dom for the Compas Dom for the Compas of the Compas of the Compass of th

ntiles worth of Houston, Texas.

RESPONSIBILITIES: The Associate Campus Dean for Administration is exponsible for Pointers and financial operations, integration of Galveston excitorises with those of the Campus; is Codige Dallion, implementation of the Campus and Campus and

comput vectum; and several order abundant with have significant and progressive libed and administrative experience in higher education. Strung lender-thip and team-bunding skills are highly desanable. An advanced degree or equivalent experience in business, public administration or relined field is required.

or related field is required.

SALARY: Competitive and commensurate with experience.

APPLICATIONS/NOMINATIONS: Applications and nominations will be accepted through May 15, 1992. The appointment will be onnounced by Appli 1, 1992. Applications and nomination about the other control of the property of

11. 1992. Appuestions and nominations about ourseled to: Associate Compus Deas for Administration Search Committee Texts A&M University at Galveston P. O. Box 1675 Galveston, Texas 7753-1675

An Equal Opportunity Employer
Women and whundries are encouraged to apply.



Revised Position Reopened Salem Community College DEAN OF ADMINISTRATIVE SERVICES

SALEM
Salem Community College. a rapidly requadrate contentity college, branch in strain contentity college. In the content co

on the executive majurgument team responsive to: negement of all fiscal matters and the physical plant; direct supervision over oc-uning; finance management; budget preparation and reordination; purchasing and exterve physical plant operations; paratonnel marvices; central barryices; bookstrop

oversition's risk acception, constructions, presented nervices control nervices; bookstown operations in the position include.

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Salary Range: \$48,000 to \$35,000 with executent brings beechts.
Call for application uniterials:

n mnerials:
1699; 99-2100, Ess. 201
Ms. Mary Scott
Administrative Assistant to the President
Salem Community Coblege
460 Hollywood Avenue
Carney's Polits, New Jersey 08069

Closing Dam: Avril 20, 1992.

Sniere Community College is na affirmative notion, equal or

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ASSOCIATE DEAN FINANCE AND ADMINISTRATION

THE WHARTON SCHOOL UNIVERSITY OF PENNSYLVANIA

CHIVEROITE UP PERNOSYLVANIA

The Whartes School of the University of Pannyshvals torgothe preembers schools of management in the word and involved years and as the leafest in preprings students to acceed middly regarded as the leafest in preprings students busceed in which years are supported by the property of the property students busceed in little to selvencing the involvedage and understanding the search, leadly and stickens activities, and this diffusion whiches the property of the property of the property students are supported to the property of the property of

Whaton has an annual operating budget of \$105 million. The School has nearly 5,000 students arrolled in its various depret programs including 2,370 kill-libror undergradualses, 1,576 hit w. M.S.A. program, 200 in the Executive M.S.A. program, and 250 in the Executive M.S.A. program, and 250 in doctoral programs. In addition, 4700 people particulate in the School's securities estimated from programs. The standing lexuly numbers 180.

The Associate Dean sarves as the chief financial and administrative office of the School, with broad managerial responsibility in the areas of linancial management and especting, human resurres programs and administration, lacilities management, compating and information systems, and strategic planning. The Ausoche Dean frequently represents the Dean to a variety of Undesting

The successful candidate should have a dame The successful candidate should naive a demonstrated text record of strong, creative, energetic leadership and a through understanding of a wide array of disciplines. Significant expos-ance in financial menagement, human resources management and administration, and strategic planning is required. The tiost candidate will have the demonstrated ability to histore ad sustain charge within a large, complex organization. Haaly, a participative management style is required.

Interested Candidates should submit a letter of interest and resume by April 15, 1992, to Dr. Ja mae C. Hass, Executive Vita President, Diversified Search, Inc., One Commerce Square, 2005 Market Street, Phila dolphia, PA 19103.



The Wharton School of the University of Pennsylvania

The University of Pennsylvania is an Equal Opportunity/Affirmative Action Emp

DEAN OF INSTRUCTION οf OLNEY CENTRAL COLLEGE

INSTITUTIONAL SETTING: Cliney Louted Callege, a public comprehensive commentally delings in Cliney, serves a mal-leave commentally and commentally and commentally and commentally and commentally clines are asset Association of Colleges and Servendeny Sciencia, O.J.C. has an annual confidence of a quantitative clines and commentally clines are asset as a commental clines.

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QUALIFICATIONS:

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8ALARY RANGE \$37,000 to \$41,000 APPLICATION: Send lotter of application, resume, and three refere

PERSONNEL OFFICE

ILLINOIS RASTERN COMMUNITY COLLEGES
232 RAST CHESTNUT STREET

APPLICATION DEADLINE: April 24, 1982; applications received after
that data may never consideration.

STARTING DATE; july 1, 1982

AN EQUAL OPPORTUNITY, AFFIRMATIVE ACTION EMPLOYER.

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threship ather

Chesapeake College P. O. Box 8 Wye Mills, MD 21679

Counselor

RULLETIN BOARD: Positions available

This is one of two counteding positions which provide educational, personal and exerc counteding to a diverse student body. Countedors provide intied accelerate which provide the student provided in the student program developed and an excusion, Related dates include program developed and affects of the student program developed and an accelerate program developed and accelerate program developed accelerate program developed accelerate program developed and accelerate program developed accelerate program deve aread: Master's Degree in Counseling, student services or closely related

Associate Dean for Business and Technology

Chestpeake College has an opening for Associato Dean for Business and Tech-sology. The Associate Dean will be responsible for overseving the administrative, historing and ocademic duties of the Business and Technology cluster. Required: Master's degree in business or technical field; leaching and adminis-table experience in career and technology education; evidence of leadership is career and schrical education.

caree and schriscal education.

Desired Extend decirates in business or technical lields, teaching and administrate experience in carees and sechnical education in community colleges; prior experience in developing tech-pre-programs.

Salarys; 542,810 to 566,412 with no starting solary not to exceed 554,637, subject to their badget approval, and dependent upon qualifications and experience

and the state approval, and dependent Upon qualifications and expenses.

PESAPEAR COLLECE is a high according, playlic purposed, regional consumpts callege solicing 56 liberal one and sciences, technical, and cases regions. Localed on 170 series on Mayabed as center until Ealant Series.

Desapeable Colleges is only and hour coway from Baltimore and Westington, D.C. and is using secretable by 1.5. Results.

and is easily accessible by U.S. Route 50.

Submit later of Internat and resurne, stating position applying for, to:
Mrs. Starkey C. Princhett
Personnel Department
Cheraponilor Collega
P. O. Box 8

Wys. Mills, Manyland 21679

for primary consideration, résumés should be postmarked by April I 6, 1992. However, position will remain open until filled. Candidates who are consid-und for an interview musi furnish a copy of all transcripts at time of

Female and Minority applicants are encouraged to apply

DAYTONA BEACH COMMUNITY COLLEGE DEAN OF ARTS AND SCIENCES

DEAN OF ARTS AND SCIENCES
Depress Beach Community College is a made conveycomprehensive community college serving approximation
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- Review and revision of developmental courses at

programs;
Review and revision of the core curriculum;
Creation of an environment which supports and
promotes cultural diversity among faculty, staff
and attudents, and in the curriculum.

ndideles should have the following minimum quali - An earned doctorate; - Successful administrative experience in an

Salary is low to mid 60's.

Application must include a cover letter and resume with names, addresses and phone numbers of three electricates (client) date is April 30, starting date, August 1, possible. Minority applicants are strongly encouraged to appli-nances Department, DAYTONA BEAC ONMINION COLLEGE, 1900 Votale Ave. Depters Beach, FL 32114.

Sold Statebook, Gorgia 3040-6813

Satebook, Gorgia 3040-68

NIVERSITY

DEAN OF **HOMEWOOD STUDENT SERVICES**

The Johns Hopkins University Invites applications and nominations for the position of Dean of Homewood Student Services. The Dean is seponsible to Initiating, extrepting and maintaining programs and services that the student of the services and personal development of students. Major responsibility liet in Amortions relating to outsett little. Indicating enrollment management, such entire relations and exhibites.

clem relations and activities.

The Deen of horsewood Student Services reports to the Deans of Ars and Sciences and Engineering and than a major tile on the service manager. The Dean has not on the service manager to the Dean has not on the service of the Countering and Science Development Center, the Student Health Clack Student Activities, Minority clemental Like, Administration, Princival Act, the Beginster SORICE, and the Horsewood Schools Student Business Office. The Dean administration are not all the Countering and Science Students and the Countering Counter Students of the Counter Students o

The successful candidate will have a record of demonstrate d accomplish-The successful Candidaté will have a record of demonstrate of accomplishment in executive leadership and management in succession leadership and management in succession in a research unbertied point to equivalent, excellent communications and human relations skills, demonstrated commitment to affilmative account and shight degree of creative energy and capacity for hard work in an interest, challenging and device our normality, in minimum of severa years of relevant experience is required. Disclosure pretend, examile shinative degree required.

gree required.

In order to be assured of consideration, please send application materials to arrive no later than 500 p.m. on Monday, April 27, 1992. Applications should include a personal statement of interest and qualifications, slong with a complete résumé and the names, addresses and telephone numbers of the references. Please respond to:

Dean Search Committee The Johns Hopkins University 146 Garland Hall 34th and Charles Sts. Raltimore, MD 21218

Smoke-free and Drug-Iree

GEORGIA SOUTHERN UNIVERSITY

Associate Graduate Dean for Admissions and Records

ASSOCIATE CHARACTER CHARAC

Dr. George Cox, Chair Search Advisory Comm Landrum 8ox 8113 Georgia Southern University Statesboro, Georgia 30460-8113 (9)21681-5384

DEAN, SCHOOL OF HUMANITIES, MANAGEMENT AND SOCIAL SCIENCES

The William Paternan College of New Jaraay Invitation models and applications for the position of Doan, School of Humerities, Management and Social Sciences in a nowly-created success of the schools, of which that is the largest.

sinctive of low actions, of which this is the largest.

The School of Himmellias, Manageman and Goole Sciences colless Sachelor's degree programs in Acquising, Alexan, Alexan-Irredizary, Barcan, Alexan-Irredizary, Philosophy, Political Scotia George Physical Scotia Scotia George and an Intelligent Control of the Alexan-Irredizary, Ale

gradusta studients and \$500 undergradustal major.

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urdesgraduate education.

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Salary is dependent upon bashground and seperienss for appointment which will begin July 1, 1992.

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Founded in 1862, The William Patrictor College of New Josey serves
approximately 9,000 undergraduoto autodents through the 32
undergraduate programs. In graduate a randoment membra
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approximately 500 programs, 200 refeat from New York City, WPC is an
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employer. The College without a strategic commitment to goods of
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Review of application will begin April 13, 1982 and continue until the position is filled. Applications should be sent along with a steet office appeal in a comparishment related to the special concentration of the special continues to the special continues of the specia

DR. ELEANOR SMITH ice President for Academic Affairs and Provest



Drawer DD Wayne, New Jersey 07470

DEAN OF INSTRUCTION PALO VERDE COMMUNITY COLLEGE

Blythe, California Palo Verde College, a lully accredited community college which was founded in 1947, is seeking candidate for the position of a Bean oil lateral con-Applications and community college located until lifted. The College has doubled list end to community college located in Southass Callege. The College has doubled its errollment within a three year dime span and has a headcount of 3,000 ±.

is inactionary of 2,000 *.

Esponsibilities the Dean in expossible for the academic and vocational programs. Duties include developing and working with instructional constitutes, selecting and unpossiving stable developing one opposition of the programs of the programs

Compensation: An excellent Iringe benefit package is provided. Salary \$55,000-561,000. Applications Submit letter of Inquiry to Ms. Terry Nathanson, Administra-tive Assistant, Palo Verde Community College, B11 West Chantlorway, Blythe, California 92225, or cell (619) 922-6168 Ext. 215. Faculty Position Available: Accounting/Office Technology; Computer fechnology/Business; ESL; Spanish/Fiench.

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The University of Massachusetts Dartmouth Dean, College of Business and Industry

The University of Messachusetts Dertmouth invites nominations and applications for the position of Dear of the College of Basiness and Industry.

The Deen imports directly to the Provost and Vice Chancellor for Academic Affairs and is the chief academic and administrative officer of the College. The Dean has the and a nin access consistence and communicative delivery or an accessing to the second service me and extensible for the development and mediaments are supported in the control of the con ni efforts; and to support the professional development and intellectua growth of the lacutar

Required Geelilications include an earned doctorats in one of the disciplines within I Regulard Destillatelles is textude an examed doctores in one of the disciplines within per Codego of thesisses and indexing; content and investigation exists, understanding and per codego of the code of the

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This Cillips of Estates and indestry has a strong commitment to accidence occidence. With an enrollment of 1570 undergraduate region and 125 gendates desirers, it is his oscile unique undergraduate college in the University and houses the largest general passes program. Treat as 33 full-time facility, 60 percent of when his manufactions are facilities as Technique company of facilities of 10 and disputation. Concepting and Pleasure, Management, Relateting, and facilities of the Concept and disputation of the Technique and Concepting Con

in the Small Bestwess Development Coster and the Coster for Business Research.

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Faculty members are also committed to activitizatily and have received during the past academic year over \$3,000,000 in funding from the National Science Foundation, National healtance of Health, National Endowment for the Arta, National Endowment (\$2.500 Hammalities and other tedural, state, and private agencies.)

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The Companie Privatement This Undervisely is footical 60 miles south of Baston on 770 occus in the costal community of Ductimosals his a quiet authorities stelling with revisivabilities and the costan relination ways, free bettering, with its Statistics, with its Statistics of the costal community of the cost of the costal community of the costal cost

as possible. Application in the name of nonlinear should send a letter of interest, a current via, and the names, addresses and stephonon numbers of litters reference, Official interaction will be presented of deathers. Herefore, and they be consisted without price approach of the cerebidate. This Search Committee will begin accomisely subjections of the cerebidate. This Search Committee will begin accomisely application will be cerebidate in the cerebidate. The cerebidate is not consistent to accommission of the cerebidate in consistent of the cerebidate in consistent of the cerebidate in cerebidate of the cerebidate in consistent of the cerebidate in cer

plications should be addressed to: Professor Kenneth Langley, Chatperson, Search mmittee for Deen, College of Businase & Industry, Office of the Provest, University #4assachesetts Dertmouth, North Dertmouth, MA 02747-2300.

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Dean of Academic Affairs

AU, 1772. Starring Date: July 1, 1992 Responsibilities: This position reports to the President and is responsible to the leadership, management, and supervision of the academic unit of the college.

college. Capalifications in a seperation of the academic unit of the Protect of Capalification in the Capalification of the Capalif

Experience in fiscal management, employee contract administration, employee development and strategic planning
 An earned doctorate or appropriate experience that provides equivalent

stength

Room to I cracet progression in management positions

Demonstrated ability to work with others to implement programs in
a caleting to evalupment and other strategic institutional objectives

Record of cummitment to stall diversity, including affitmative action and

could opportunity

Central Information: Listenood Community College is a member of the Minnesol Information College System and severe the Northcast Morito area of the Twin Cities Minnesolatist, Paul Sudients after the College System and severe the Northcast Morito area of the Twin Cities Minnesolatist, Paul Sudients aftered the College's main campus, several extension siles, and the 5t. Paul Center. Fall '91 enrollment was 5, 181.

Application Procedurest Candidates should send a letter of application; résumé; graduale transcripts; and names, addresses, and phone numbers of five references to

Search Committee for the Desn of Academic Affairs Attn: Diane Raymond Lakewood Commanity College 3401 Century Avenue White Bear Lake, MN 55110

LAKEWOOD COMMUNITY COLLEGE IS AN EQUAL OPPORTUNITY EM-PLOYER AND IS COMMITTED TO DIVERSITY AMONG STUDENTS, STAFF, FACULTY AND ADMINISTRATORS.



restricts evaluation to the or of voluntaria extended solution reports to the Vice President of Academic Allaim, assume responsibility for supervision and evaluation of instruction in more than 30 degrees and certificate programs and evaluation of instruction in more than 30 degree and certificate programs and evaluation of instruction in more than 30 degree and certificate programs at valuated expenditures execute, appears a yearly budget request, approved at valuation expenditures execute, appears a yearly budget request a program and development of year and programs and development of year and programs and development of year and programs and programs and development of year and year.

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Selecty: Competitive. Jefferson College offers an excellent fringe benefit pack-age including health and dentel insurance, long-term disability, tile insurance, a liberal leave and vacation provision, and an outstanding ratherment program

Applications raust include: A letter of application addressing tions, résumé, copies of transcripts and three letters of reference applications must be received no later than April 1, 1992.

sea Inquiries and applications to Bear Standman, D.A.

Vice President, Academic Al

elisienton College
1000 Villing Drive
1000 Villing Drive
(3141 789-3956, Est. 300

it is the policy of Jefferson College that no person shall, on the basis of race, sex, color or handicap, be subject to distrimination in employment, or in admission to any educational programs or activity of the College.

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A complete list of the latest government grants, foundation grants, and private

every week in The Chronicle.

IOHN F. KENNEDY UNIVERSITY

POSITION AVAILABLE DEAN SCHOOL OF LAW

John F. Kennedy University, founded in 1964, is an independent university serving approximately 1,700 adult students in the San Francisco Bay Area. The University consists of five schools: the School of Law, the School of Liberal and Professional Arts, the Graduate School for the Study of Human Consciounts the Cinduate School of Professional Psychology, and the School of Management The School of Law offers a four-year evening program leading to the JD degree, and currently enrolls 250 students. The school is accredited by the Committee of numiners of the State of California; John F. Kennedy University à ac-ed by the Western Association of Schools and Colleges.

The dean is the chief academic and administrative officer of the school. In col-The dean is the chief academic and administrative officer of the school, he cal-laboration with the facility, the decan is responsible for program development, implementation and evaluation; thirting and evaluation of faculty; badgemy planning and control; and student recruitment. The dean will response the achool within the University, is composited with other Abstractive offices the dean undertakes outcreach activities, including public relations and Industries. The University is seeking a creative academic leader with both educational an practice experience. Demonstrated academic managerial skills are essential, and the successful candidate will be committed to collaborative administration.

Candidaces should postess a law degree and a tutnitum of five years experience in higher education or the equivalent in a related area. Knowledge of state and national regulations relating to legal education, experience working with adult students, and an anderstanding of the role of fulfilling and adjunct faculty in The salary range for this position is \$45,000 to \$50,000. This is a fulltime position with benefits.

Proposed scarting date is July 1, 1992. Review of applications will begin April 30, 1992. Send a cover letter, resume, statement of educational philosophy as it pertains to legal education and the practice of law, and three letters of recommenda-

JOHN F. KENNEDY UNIVERSITY Search Committee
Desn of the School of Law
Personnel Department
12 Altarinda Road Orinda, CA 94563

The University regrets that applicants cannot be reimbursed for expenses related to the application or Interview process.

John F. Kennedy University is an equal apportunity employer. Its University does not discriminate on the basis of race, color, auticoal origin, religious, age, anarchia status, general, scand ori-mitional origin, religious, age, anarchia status, general, scand ori-lis academic environment and provide equal educational en-ployment opportunities, the University switchey excumages ap-plications from members of all groups that are underrepresented in higher education.

12 ALTARINDA ROAD, CA 94563

DEAN OF INSTRUCTION / STUDENT SERVICES

Rappshannock Community College la comprehensive bwo sampan call-spaties from the control of the

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Résumes will not substitute for a fully completed state application.

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eadership Opportunities in Central California



BULLETIN BOARD: Positions available

ASSOCIATE DEAN OF INSTRUCTION Academics - Kinge River Community College

MINIMUM STANDARDS: Includes a master's degree. Critoris include a sunt of teaching experience cast of esperience as a department chair of coordinator; extent of esperience developing undervising curriculum; extent of esperience satigning, monitoring, supervising, and ovabusting faculty.

THE DIVISION: The Associate Dean of Instruction, Academics, will be responsible for the following departments: Bagisin/Poreign Languages, Fine Arts and Social Science, Physical Bactesion and Recreasion, and Science and Math. The four departments have 42 Miltime and an everage of 60 adjunct faculty members

COMPENSATION: Selary is \$58,032 to \$73,104 based on amount of experience; plus \$1,044 for an

Starting Date: 7/1/92 Filing Deadline: 4/28/92

To find out how you can become a member of the team, contact the Personnel Office ot 1525 E. Weldon, Fresno, CA 93704, or call them of (209) 226-0720.

ASSOCIATE DEAN OF THE COLLEGE

COLLEGE



Williams College

Applications and nominations are invited for the hell-time partition of accounts been of the Caleboa at Villiams Callege. Deporting observity and accounts been of the Caleboa at Villiams Callege. Deporting observity and serve appropriate partition of the Caleboa at Caleboa at Caleboa and caleboa and caleboa and caleboa at Caleboa and Caleboa at Caleb

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Applicans should have a Master's Dagme or highm, administrative species. at the college level, and amparience in commaning substantive for the seconstal, or candidoto must be very strong interpretated and commented to the control of the seconstal or candidoto must be very strong the programs, and the shifty to second to the shifty of the th

As an affirmative ection, equal apportueity amployer, Williams Col 26 segarly aucourages applications from womes and minority candi

The position is a valiable this aummur, with a praiurred starting date of July. To apply, mall latter of application, résumé, and the ownes of atrea telerences no Islar than April 3, 1992 Lor Richard B. fulleti. Direct but of Personnol, Williams College, P. O. Box 476, Williamstown, MA 01287, (113) 807-2881.

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Department of English

Assistant Professor

POSITION ANNOUNCEMENT

POSITION: Dean of the College ol Education, Utah State University

INSTITUTION: Unb State University is one of two major state supported ratearch universities, as well as the land graef institution in the State of Ush. The University is focated in Legam. Unb. a city of \$5,000 situated in houseful from combard velocity. Officiation of met proplies field. Legam, Unb. a city of \$5,000 situated in houseful from combard velocity. Officiation of met proplies field. Lead Cry. The started mobile occurred to the National Council for Accordation of Tacher Education and all papportains regional and state accordinated by Assistation Council for Accordation of Tacher Education and all papportains regional and state accordated by Assistation Special Education. All Recentation, International Technology, Psychology, Secondary Education, Health, Physical Education, and Recentation, Lateratedical Technology, Psychology, Secondary Education, Special Education, and Recentation, Lateratedical Technology, Psychology, Secondary Education, Special Education, and Recentation, Lateratedical Technology, Psychology, Secondary Education, Special Education, and Recentation, Laterated and Laterated Conference and Laterated C

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QUALIFICATIONS: for the position include: an earned doctome in a discipline appropriate to 11-exCollege; a record of effectivelend impossive leadership and edministrative experience preferrably in higher
College; a record of effective communication and interpersonal taillie; a demonstrative communication embaccing
cultumi, gender and individual divenity through the recruitment and retention of faculty, stall and sudents;
record of policionion; resulve existine, seathing, and other scholarly existing varieties in an absolute of the college at the rest of full professor; an understanding of set de comminment to tracher
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character; and of internal and content in the college and a committee on tendon transport of the college and a committeent to technology which subsucces descationel, clinical, and
ediministrative protection.

SALARY: Commensurate with experience and qualifications

APPLICATION: The delies and responsibilities of the Dean extend overs 12 month period and will be gin full 1992 or se soon thereafter as the position can be filled by an outstanding applicant. Applications may be received by laws 30, 1992. Conditiones bonded and a latest of applications and a resume that addresses the qualification southers deliver. Include the names, addresses, and talephone numbers of five arternoous inquities and applications should be addressed for

Thomas S. Johnson, Chairperson Education Dean Search Committee
Utah State University Logan, Utah 84322-1000

Utah State University is an Equal Opportunity/Affirmative Action Employer institutional commitment to achieving diversity among its faculty, staff, and students.

CLARK ATLANTA UNIVERSITY

DEAN SCHOOL OF EDUCATION

Clark Adams Larbershy Is acciding a dean for the School of Education. The departs for the Clark Adams Larbershy Is acciding a dean for the School of Education. The departs for the Clark Adams Larbershy Is and the Clark Adams Larbershy Is an extended to the Clark Adams Larbershy in Clark Adams Larbershy in Clark Adams Larbershy Including Larbershy Including Larbershy Including Larbershy Including Larbershy Larbe

base of the School's programs.

Qualifications Emerid decicrate in a field of education. A record of succeptule apparence in asserting, educational management and feedbaships after entiring the control of the school of the control of the control

AUBURN UNIVERSITY AT MONTGOMERY

Dean, School of Education

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champatery level. Most be willing to previous and in professional services of uniform the uniform t



MEDICAL STUDENT ADMISSIONS DEAN

Loyole University's Stritch School of Medicine is currently seeking a full-time Associate or Assistant Deen for Admissions, to be eppointed no leter than July 1, 1992. The Stritch School of Medicine is en integral part

of Loyola University Chicago, a Jesuit, Cetholic, independent, and urban university. Stritch is located on the University's Medical Centar campus, west of

Chicago, in Maywood, Illinois. Reporting directly to the Senior Associate Deen the cendidate we seek will work closely with tha deens and professional etaff in the Office of Academic and Studeni Affeirs

Responsibilities include:

- Overseeing the entire admissions process Work with faculty cheir and admissions committee
- Maintain admiselona recorde Continue conversion to a computer based applica-
- tion management system

 Oversee minority group students recruitment

The successful candidate must possess excallent communication skills to reflect and represent that Stritch School of Medicine to potential applicants and premedical advisors. The minimum credenties for this position ere s masters degree in a relevant discipline end saverel yeers experience in student admissions, preferably at the university or

admissions, preiszeny at the university or professional school level.

The level of appointment will be contingent upon ecademic credentiels and previous experience. A letter of application and e CV should be sent to:

Reiph P Leischner, M.D. Senior Associete Dasn Stritch School of Medicine 2160 S. First Ave. Maywood, IL 60153



equal opportunity employer/educator smoke free environment

SUOMI COLLEGE Hancock, Michigan

Suomi Collaga ia o smoli, private junior college affilioted with the Evangatical Lutheran Church to America, located in the Upper Peoin-aula of Michigan. The following positions are available: OEAN OF STUDENTS

The Deon of Students is responsible for providing creative leadership for studes! Itle and serves on the President's Administrative Council, while reporting to the Deon of the College.

Specific creams of responsibility include the residence halls, communi-scencerns, personal and career counsaling, health service, and food

serviza.

The qualified condidate will have significont experience to siudaol utilizin 5-5 years, with demonstrated an apartnery chilities, o cosmitties, o

CAMPUS COUNSELOR

The Compus Counselor serves on the solid to the Deep of Students and Counselor serves on the solid to the Deep of Students Indo., In considerable the Counselor Students Indo., In considerable Indo., In considerable Indo., In considerable Indo. Counselor Students Indo. Counselor Indo. Counselor Students Indo. Counselor I

We will begin to review applications Tuesday, March 31, 1992. Search will continue until positions are filled. Board College in an EO/DAIRmouter Action Employer and ecourable to the EO/DAIRmouter Action Employer and ecourable in the EO/DAIRmouter Action Employer and ecourable in the EO/DAIRmouter College. However, and the EO/DAIRmouter College. However, his 4650.

Vice President for Academic Affairs and Dean FURMAN UNIVERSITY

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cheimis; II. Weiter President for Academic Adans and Dean is the chief academic officer and second reading officer of the University, acting for the Premiser of the Control of the University, acting the Premiser of the Control of Control o

Director of Enterational services, and the Director of the Computer Center Candidates for the postions should have an extend docretate in an arts and actions disripline and have againfrom seadings, scholarship, createrly, and adaminate rather expensions. Candidates must like a seadoms condeminate adaminate and the season of the season of the season of the action of the season of the season of the season of the safe, superior ability in oral and written communication, and atrong inter-personal skills.

personal sum. Responsibilities of the position include supervising all facets of the academic pengaam, including budgeting, program development, allocation of space and equipment within the academic areas, and the appointment of faculty and administrative staff under his or her general supervision.

Candidates should send a résume, official transcript, names of three refer-erices, and a personal letter of interest indicating how their qualifications meet the requirements of this position to

Prendent John E. Johns Furman University Poinserr Highway Greenville, SC 29613

mensurate with experience and qualifications Starting dare it January 1, 1993 or as soon thereafter as feasible. Review of applications will begut May 1, 1992. Applicants will be notified by letter of the status of their application.

Furman University is an Equel Employment Opportunity, Affirmative Action Employer. Women and Minorities are encouraged to apply.

ASSISTANT VICE CHANCELLOR FOR FEDERAL RELATIONS

THE UNIVERSITY OF TEXAS SYSTEM

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The University of Texas System is comprised of 15 component fuscinations located throughout the Ster of Texas and has combined entollment of over 140,000 madeout. This position promites men resed

The University of Texas System Administration Personnel Office 201 Wen Seventh Street, ASH 3 Austin, TX 78701, 2081

The position is open until further section An Equal Opportunity, Affirmative Action Employer
Women, integribles, and persons with disabilities are encouraged to apply.

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We will begins to review applications Tuesday, Manch 31, 1982. Search will continue and planting or selline.

Sound College is on EDEARItemetive Action Employer and accountaints of the continue of the conti



ADMINISTRATIVE POSITION OPENINGS

THE HOUSTON COMMUNITY COLLEGE SYSTEM is a fully scond-ard comprehensive educational institution comprised of ex college. The 1,230 full-met facely and staff serve over 64/050 undense emotion is a Academic and Vocanesal/Technical programs. HCCs is currently accep-ing applications for the full-wring open administrative positions.

ASSOCIATE VICE CHANCELLOR/HUMAN RESOURCES QUALIFICATIONS: Master's degree; five (5) years' administrer Resources experience.
STARTING MONTHLY SALARY RANGE: - \$3,754-84,252

ASSISTANT VICE CHANCELLOR/BEO/
AFPIRMATIVE ACTION

QUALIFICATIONS Bachebré depre remired, Masser's degree per
frech there (3) year's administrative EEO/AA experience.

STARTING MONTHLY SALARY RANGE: —31,36-53,789

ASSISTANT VICE CHANCELLOR/INFORMATION PROCESSING QUALIFICATIONS: Master's degree; three (3) years' administrative/su-pervisory experience in computer services to an institution of higher

STARTING MONTHLY SALARY RANGE: - \$3,336-\$3,780

DIRECTOR OF HCCS FOUNDATION QUALII-ICATIONS: Master's degree required; five (5) years' development appropriate required, preferably with a national non-profit organiza-tion or bigher education mutuation.

STARTING MONTHLY SALARY RANGE: - \$3,336-\$3,780 CONDITIONS OF EMITLOYMENT: The above positions as currently available and complained application packets will be researed by the appropriate Search Committee as necewised. An efficient HCCs applicant eviewed, photocopy of trauscripe conforming highest degree, and a pideopoly naturement are required for all positions. The Associative Vice Connection of Human Resources position after requires three letters of professional informers. Please addition alter necessity and application mentratia ter.

JUDY I, IONES/MANAGER EMPLOYMENT ADMINISTRATIVE SEARCH COMMITTEES HOUSTON COMMUNITY COLLEGE SYSTEA P.O. BOX 7449 HOUSTON, TEXAS 77270-7849

HCCS to an Equal Opportunity, Affirmative Action Employe

....... ASSOCIATE DEAN FOR UNDERGRADUATE MEDICAL EDUCATION

School of Medicine

UNIVERSITY OF NORTH DAKOTA

The University of North Dakote School of Medicine Invites applications and nominations for the position of Associate Dean for Undergraduate Medical Education.

Condidates must have an aarned doctorate (i.e., M.D., Ph.D., Ed.D.), be qualified for the rank of Associate or Full Professor and have a proven econd in teaching or research in the biological sciences and/or medicine, and have a record of success in that development and delivery of the undergadusts curriculum in medical educations.

curriculum in medical education.

Supervisidines of the position include but are not herited to:

Supervisiding an Dilete of Medical Education and Evaluation:

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Working to retino of curriculum in courses that imped beforeing

across all basic and critical stantasis objectives in Equ. (see Plocifiers

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The selected individual will work in close association with the Sentor Excesse Dean for Academic Allaire and Research to develop a progressive (and inso-vative) Office/Division of Undergraduate Medical Education. However, having will report threetly to the Dean of Medicane.

The University of North Delotto School of Medicine is an Allimative Aciss. Equal Opportunity Employer.

Nominations and applications ere desired by April 15, 1992, and should be and directly supportunity.



DEDWIN C. JAMES, M.D.
Denr. University of North Dakota
Son Son Cold Medicine
Son Son Cold Medicine
Grand Forks, ND 58203
Talephons (701) 777-2416



RULLETIN BOARD: Positions available

Vice President for Student Development SAINT LOUIS UNIVERSITY

shed Lorin Underwalty In accepting applications and nominations for the sign and of the President for Student Davalagement. Satel Louis Little-ger as plent deciral Underwalty, and in the Sacher multimout of higher handing with other Lorin Company and the Sacher Students of the handing with other Lorin and Sciences, Bustness, Nursings, Alicel Health melestens, and President College, unted to a valetan and ensemble and interference and the sacher College, unted to a valetan and ensemble and and the sacher and the sacher and the sacher and the sacher and and the sacher an

Letters, and a Consciouse Science.

Sudent enrollment Includes approximately 7,500 undergraduales and
ALO graduate and professional situlents on three campuses in the St.
Loais meteopolitan error. Approximately 1, till students attend St. Louis
Indexensis in Machris, Spain.

Edererity in Madrid, Spain.

The nadeed population is Incroasingly diverse, and includes residents, commutes, international students, sindentis Irom diverse recisi and although the backgrounds, men and women of all nges. Sant Louis University states is high quality student body that to pur commitment to excellence in education consistent with our jesuit identity and values.

Context

He Van President is responsible for the following awas:

BROGLEENT MARAGEMENT: Admissions, financial aid,

COLORED MARAGEMENT: Admissions, financial aid,

COLORED MARAGEMENT: ADMISSION,

COLORED MARAGEMENT: ADMISS

ATHLETICS: NCAA Division 1 and Division III athletic programs. RECREATION: Inframural sports, recreation center, sports siedi-

CONTRACTED SERVICES Rudstory and food services.

CUPURACTED SERVICES Radshave and food services.

QUARDICATIONS The qualifications to this position include Approximation of the Jesuit Intuition in higher education. Ability to work after they with healty and exadernic administrators in support of the assemble of the services of the se

SALARY AND SENEPITS: Competitive; commensurate with experience

and quatureatoms.

FOSTION AVAILABLE: [uly 1, 1992.

APPLICATION DEADLINE: Review of applications will begin APRIL

17, 1992. Applicants should send curriculum vites and the names, addresses, and telephone numbers of live references to:

Ma. Kathy G. Hagedom Vice President for Human Rennurce Management Saint Louts University 3500 Lindell Boulevard St. Louis, MO 63103

Soint Louis University is an Alliemetiva Action, Espai Opportunity Employer, and encourages numinations and applications of women and minorities.



VICE PRESIDENT FOR COLLEGE RELATIONS San Frencisco Bey Area

COLLEGE OF NOTRE DAME College of Notre Dame, a jour year liberal arts college in the Catholic bradition, invites applications and nominations for Vice President for College Relations

The Vice President for Collega Relations reports directly to the President and participates in the management of the College as a member of the senior administrative team. Major responsibilities include:

Discring and leading the College's offices of Devalopment, Ahmuri Alistin & Public Information.

Besponsibility for all devalopment and fund raising including corporate, individual and loundation giving, planned, giving, speedia posity, individual and loundation giving, planned, giving the property of the property of

writing
Serving as Executive Secretary of the Covernance Board; working
closely with Chair and Committees.

ouecy was Lhair and Committees.

Candidates should have 3 to Sysars of successful experience in development and hard mixing in an educational institution, sold educational and an extensional state in the state of the state of

asors, coard. mpetitive, commensurate with qualifications and experience. ons: Bachelor's degree is required; Master's preferred. ms, epplications and inquirisa should be directed to:

Fligher Education Administrative Search 3539 Waat 50th Avenue Parkway Denver, Coloredo 80221-1099 303/458-4044

With application, please include setumetic.v., and names, addresses and place similates of four celerences. References will not be contacted until set endedate is notified and gives approved.

Defined starting date is play 7, 1992. Applications received by April 30 will be asserted of his Considerations.

VICE PRESIDENT FOR **EDUCATIONAL AFFAIRS**

The National College of Chiquence, Durande In 1900, Located in Lumbard, Blooks, screening by the Commission on Accordance of the County of the

- a Maintenance and Improvement of all aducational programs.

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 a Overseeing or chatting all faculty search committees.

 Committee of Provision of the Industriation of Provision of Pr

- telotions, a Providing leadership for Self-Study Reports and acting as lietson with ac-crediting agencies; a Providing annual aducational and other reports at the direction of the Presi-
- Tribusing winds and the Vice President for Administration and Theorem (Income vice Income vice Income

Qualifications: The College ancourages all candidates with the following

- a Terminal academic or first professional degree; a Broad and significant academic and administrative experience at level of
- determination of the control of the

- a coperage in inconsequency procedures
 Germani inconseque of luny-stationy stategies:
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 a Procedure inconserving system and
 a Willinguese to activity direct a sessibility to, and concern for, The National
 College of Christopriscit, its history, and its specific needs.

Experience in health education at the first professional level to desirable.

Dr. Jacob Flaher, Chair Search Committee to Vice President for Educat The National College of Chiropractic 200 East Rocewell Road Lombard, Illinois 60148

Assistant Vice President for Academic Affairs and Dean of Graduate Programs

CHROLIBLE FROETHES

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This is a large-ter-ter, position, available May 1 or threather.

Qualifications: An earned decretaris; knowledge of adult development; teaching superinee with adult independent study and substantial academic and the superinee with adult independent study and substantial academic positions of the superinee and the superinee and the superinee and the superinee and development and the superinee and the superinee and development and development

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CND is an equal opportunity employee.

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ASSOCIATE VICE PRESIDENT FOR STUDENT AFFAIRS AND DIRECTOR OF ENROLLMENT MANAGEMENT

SOUTHWEST TEXAS STATE UNIVERSITY

Saultwest Taxas State University Invitas epotications and nominations for the position of Associate Vice Provided for Student Altains and Orraction of Incriment Memory State (1997). The Associate Vice Provided for Student Altains and Comprehensive university of 22,000 altoders of other packades and are stated to the state of the Country and Country and

DUTIES AND REPONSIOILTIES
The Associate Vice President serves as the chief deputy to the Vice President, coastelesses, its colleboration with his depertment directions, the divisions setsuage planning processes and continued to the president sets of the processes of the president sets of the processes computer information needs, and program development infinitives. Stories hendies considerant confidence the table Vice President to differ and the processes of the vice President sets of the Vice Presiden DUTIES AND RESPONSIBILITIES

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QUALIFICATIONS
The successful candidate will have extensive expetience and knowledge of suddent elitels functions and issues understand thoroughy architemant measurement strategies understand thoroughy successful continued to the successful strategies accent and, applicability accent outcomes assessment and analysis, acquisitely, accidically, successful concessions assessment and analysis, acquisitely, accidically, and experience of the program designment. Male have a designed a design of the program designment, and acciding a design of the program designment and accident analysis of the program designment and accident design of the program designment and accident designs accessful. Designed preferred, commitment to add designed record of expending opportunities to diverse populations on college campaign.

Submit is letter of application and résumé, logather with a one-page statement of the state

Review of applications will begin May 1 and will continue until the position is tilled.

SWT is en AA/EED Employer.

VICE PRESIDENT FOR COLLEGE RELATIONS

Union College, a highly selectivo, liberal arts and engineering college of \$4,000 students, founded in 1795, seeks an transginative, heredworking, and energetic individual to provide vigorous and continuing leadership for a \$150 million Bicentennial Campaign and ongoing development efforts. Knowledge of fund making and candemia preferable; ability to communicate effectives. ly, organize, and motivate essential.

Review of applications will begin immediately and the posttion will be filled es soon as possible.

Salery is negotiable. Applications and nominations should be sent to:

Roger H. Hull, President Union College Schenectady, New York 12308

Unton College is an Equal Opportunity and Affirmative Action Employer.



UNIVERSITY OF MASSACHUSETTS

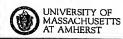
Vice Chancellor for Student Affairs

The Wice Chanceller provides leadership to and management supervision of Student Allafra units on the Amberts campus including Dean of Students and imission, thankels and, cademix support services for students of color, center center, housing services, heelth revices, chief are, public salety, environmental heelth end salety, student activities, new students program, visitors Center, Commencement, Student Allar research, information and systems. The Mice last research, information and systems. The Mice program, visitoris Center, Commencement, Student Al-tair research, information on systems. The Vice Chenceflor also has responsibility to International trustee policy personning to student life and has primary responsibility in consulting with student organization or policy suses. The Vice Chancellor seports directly to the Chancellor and, as one of the principal administrative otherwise on the campus, plays a major mile in sweall pulicy developinent and campus management.

Quelifications: Earned dortorate preferred; extensive estiministrative experience in exemir management role in student allers or related eres; demonstrated ebility to maintain open and effective working relationship with students, staff, for uity, aziministrotors anti trustees responsiveness to students: demonstrated leadership capabilities in a diverse community; experience in a large residential university; deministrated commitment to affirmative action and a multicultural compus.

to altimetive action and 6 multicultural compus. The University is The Authorst purpose is the legast of the 5 campus system of the University of Asia suchassics, corolling approximately 1,500 undergraduse and 3,000 greduale students. The compus marked in 125th anniversery in 1988 with a renewed commitment to its land-grant mission of education, research and public servect. 18 7 chools and colleges essearch and public servect. 18 7 chools and colleges essearch and public servect. 18 7 chools and colleges of the computation of the computati

The search committee will begin screening applications on April 24, 1992. Applicants should include a current curriculum vilsa and the nemes and addresses of all best here included when may be contexted for reference. Normieations and epipelications should be submitted to: Dr. David C. Bischoll, Chair, Vice Chencellor in Student Alfains, Search Committee Characterio 'Office, 300 Whitmost Characterio Characterio



UNIVERSITY OF MASSACHUSE

lane Community College

Vice Pesident for Student Services. While the earned doctorate is pre-leved, centilidates with less post-grainate study and substantial, suc-versal apporture as scudentic leaders will receive a full consideration. The superior of the students of the superior of the students of the superior of the law of the superior of the superior of the superior of the superior of the law of the superior of en education and/or experience—regarded by the applicant to be the option—may be substituted formally for consideration. Date: 4/15/92.

For application, job description and lurther information, please contact

Personnel Services Lane Community College 4000 E. 30th Avenue Eugene, OR 97405 (503) 726-2211

LCC application must be postmarked by deadline date. A resume may be submitted, but cannot take the place of the application form.

An Affirmative Action, Equal Opportunity Institution

PROVOST

University of Southern Colorado

The University of Southern Colorado, a public regional university of distinction, invites applications and nominations for the position of provost. The provost is the chief scademic and operating office of the institution from, Involes capitalistics area inclumences — where the institution provised is the dist extendent and opening officer of the institution. Specific Assess of Basponshillists: The provised import in several read Assessment of Basponshillists: The provised import in the provised in the Assessment of Basponshillists: The provised in the provised in the Assessment of Basponshillists: Assessment in the district in the Assessment of Basponshillists: Assessment in the Assessment of Basponshillists and Assessment of Basponshillists: Assessment of Basponshilli

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Starting Date: July 1, 1992 or as soon as possible thereafter. Sel ary: Salary and Iringe benefits era competitive.

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About the University of Southern Colorado: The University of Southern Colorado: About the University of Southern Colorado is located in Pueblo, a commenting of approximation (10,000 people can of the search Seager De Challe Mortination. The (10,000 people can of the search Seager De Challe Mortination. The College in Include Libertia and Fiber Arts, Science and Mathematics, and Applied Science and Engeneering Contrology, and and into Science of Engelsenity Contrology, and and search Seager S

The curvature is no righty device population and is committed to a number of high priority initiatives to intuhe enhance devently on compute Submissions of Meteriole. Nonlineasines and applications are announced beginning immediately. In order to receive full consideration, a latter of interest beginning immediately, in order to receive full consideration, a latter of interest processing the consideration of the received no latter than April 17. Recognition controlled to received no latter than April 17. Recognition controlled to receive full content than April 17. Recognition controlled to receive full content than April 17. Recognition controlled to receive full receive full recognition of the controlled to the controlle

Chair, Provosi Search Committee University of Southern Colorado 2200 Bonforte Bouleverd Pueblo, CA B1001-4901 Fax: (719) 549-293B

The University is an Affirmative Action, Equal Occopyunity Employer

ATLANTA METROPOLITAN COLLEGE

Vice President for Academic Affairs

WEG PTESSIGENT 10° ACADEMIC ATTAINS
ALANIA MESTOCHAN COLLEGE is seeiling calified splingstone for the position of Ver President lan Assistant Allian, vanished with y 1967, the Ver President lan Assistant Allian, vanished with y 1967, the Ver President is not also the College of the College of Col

control.

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Salary, Salary is competitive, based upon qualifications and experience, within the budgetary parameters of the College and the University System of Georgia.

Statty, onery a surrounder of the College and the University options to surrouga-dopplication Deadline. Sceneing will begin hope it, 1992. Application Touchine. Fremose which group yout million a detailed vite, along proposed to the proposed proposed to the proposed to the confidence quantification in celebra to the responsibilities providing interests the confidence quantification in celebra to the responsibilities. Seed all matterial converse and con-cepts should be variable upon recognish. Seed all matterial proposed and Pretjient, Sey 13, Albata Metropolitan College, 1630 Stawatt Avenue, S. W., Allan-

Atlants Metropolitan College is an equal opportunity,

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RUTGERS

VICE PRESIDENT FOR COMPUTING

Rutgers University Invites nominations and applications for the position of Vice President for Cumputing.

Vice President for Cumputing.

Rugers University in a comprehensive gubilic nescarch university with caspuses in Camden, Newark, and New Brunswisk. The Office of the Vec
President fire Cumputing will be Located in New Ormswisk. The office of the vec
errolls more than 47,000 students in 26 schools and colleges. It hoss as
annual budget of appreximately \$700 million.

annual sought or approximately 3/10 million. Duffers: The Vice President for Computing well report to the University Vice President for Academic Affairs and will assive the University Vice President and other senior University victors in all matters pertaining to computing and other senior University victors in all matters pertaining to computing the prespondite for all vice vices of Computing is a repossible for all University-write planning and implementation in the areas of Computing as

information services. The following reason will report to the Vice President for Computing central seaternic computing services, infocuronamications linetuding desplaces, central administrative computing services, and central computing services and central services of the computing will work in excase positions. In addition, the Vice President for the computing will work in excase positions are defined as the computing will work in excase and the proposition and computing services.

consent and executive use of computing resources. The Vice President will work closely with the Provosts of all three campuses to strengthen the Importance of computing to each of the three minions of strengthen the Importance of computing to each of the Revention of the Computing at Revention of the Computing at Regien. The Vice President for Computing at Regien The Vice President for Computing will also actively suck external furning in Secretical Computing development of computing will also actively suck external furning in Secretical Computing development projects and will be responsible for tender secretical computing will also actively suck external furning in the Computing William (Secretical Computing Secretical Computing Sec

citations. Carried baccalaverse, with higher object perions, it is used. Qualifications: Earned baccalaverse, with higher object perions, it is uscential cardidites should hove a high level of copyrige in comprising and ring rects; networking, computing to research/chotamilies, nevertifying computing to research/chotamilies, neveritying computing operations, insuchional computing proceedings, neveritying computing operations, insuchional computing period of the computing state of the computing state

Letters of application or nomination, including a current vita, salary history, and the names, addresses, and telephone numbers of five references should be sent to:

loseph A. Potenza, Chair Search Committee Vice President for Computing Office of the President Old Queens Building Rutgers University New Branswick, NI 08903

Applications will be processed on a continuing basis. It is anticipated that the successful candidate will be selected by July 1, 1992.

VICE-PRESIDENT For Student Affairs

- Northwestern University -

The Vice-President for Student Affeire is an officer of the University and serves as a member of the President's staff with responsibilities for providing leadership for student allairs.

The Vice-President is responsible for providing direction in the

- Devaloping and coordinating programs encom-psealing student activities and conduct, counsel-ing, guidence, student health, housing, food service and piscement.
- Serving as an advocate of student needs white participating in University policy making.
- Overseeing budget and ongoing operations consisting of approximately 240 professionals and support staft.

The qualified candidate should have significent edministrative experience relevent to student sitate, strong mensperial xills and a demonstrated record of achievement, preferoby in a comparable educational environment. An earned dictorate is preferred but not necessary.

For full consideration, nominations and applications should be sent by May 1, 1992 to:



Vice President Merliya McCoy Cheir, Search Committee Northwestern University

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BROCKPORI

BULLETIN BOARD: Positions available

VICE PRESIDENT FOR ACADEMIC AFFAIRS

he Sale University of New York College at Brockport invites nominations and applications for the soliton of Vice President for Academic Alfairs. The prailion will be available August 1, 1992.

THE COLLEGE

AND College and Enrockport, one of 15 consprictersalve colleges willide the 64-campus State University of support College and Enrockport, one of 15 conspricted programs in the onta, hustanilles, social sciences, sectural science, such as speciments statuted and the construction of the colleges and professional acress. Locatest within the sproader Science, as well on certificate programs in wheel professional acress. Locatest within the sproader Science section of section area, the College services described by the college services described by the section of section are adults.

ME POSITION

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BESPONSIBILITIES The Vice President for Academic Affairs:

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essume equal opportunity and affinantive action elabora to deven illication, and all ficulties and
septed for chinic, cultural and social diversity.

Essense as a member of the President's staff in the overnil planning and nanagement of campus
affinis, and chains the Academic Council of Deans;

consults with the Tacatily Scantic as well as other on, and of Campus consultienceds:

escres as liaison with central academic administration of the State University; and a participates in the development and fund-raising activities of the College.

QUINTCOMP

The Coffiger is seeking a creative, dynamic Institutual to produc academic leastership and select median regulates are emred discionate, and delistration in useful gain and continuous parameters for the polition regulates are emred discionates and selection and continuous parameters for the politic parameters are continuous parameters. The continuous parameters are continuous parameters are continuous parameters are continuous parameters are continuous parameters. The continuous parameters are continuous parameters are continuous parameters are continuous parameters. The continuous parameters are continuous parameters are continuous parameters. The continuous parameters are continuous parameters are continuous parameters. The continuous parameters are continuous parameters are continuous parameters. The continuous parameters are continuous parameters are continuous parameters. The continuous parameters are continuous parameters are continuous parameters. The continuous parameters are continuous parameters are continuous parameters. The continuous parameters are continuous parameters are continuous parameters. The continuous parameters are continuous parameters are continuous parameters. The continuous parameters are continuous parameters are continuous parameters. The continuous parameters are continuous parameters are continuous parameters. The continuous parameters are continuous parameters are continuous parameters. The continuous parameters are continuous parameters are continuous parameters are continuous parameters. The continuous parameters are continuous parameters are continuous parameters. The continuous parameters are continuous parameters are continuous parameters are continuous parameters. The continuous parameters are continuous pa

leadership in support of faculty rievelopment, scholarship and creative activities

***BRACAMP AT AUTHORITY AND AUTHORITY AUTHORIT

understanding of the political, social, and economic forces shaping the future of public higher education.

ACHINATIONS AND APPLICATIONS

Sommations and Applications should be addressed to:

Edward Kelly, Asalalont to the President 400 Allen Administration Building SUNY College at Brockport Brockport, New York 14420

Rominess for the position will be irrelied to apply. All considering must orbinit a complete formal applica-function of the property of the p

SUSY College at Brockport is on Equal Opportunity, Albrinnitve Action Employer, Micro Rembers of other protected groups are encouraged to apply.

TRINITY COLLEGE

WASHINGTON VICE PRESIDENT FOR

INSTITUTIONAL ADVANCEMENT Italy College in Washington, D. C., invites applications and annates and the position of Vice President for Institutional Arbanewards to the position of Vice President for Institutional Arbanewards and the College of the President, this new position of the President and the President of the Pre

and civities to development, public rolations, ommune persel attent relations.

The Vine Pratident for Institutional Advancement will be the civil development officer of the College. In particular, the Vice Pratident development of the College. In particular, the Vice Pratident and the State of the College of the College of the College and the College of the College of the College of the College development of the College of the College

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Couldwater for agreem in Professional Studies.

Couldwater for the part of the

Trinity Collage
Advencement Search
Box 1000
Washington, DC 20017

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Dam Joseph A. Chapmon, Chair Saarch Committee for Vice President for University Extension Utah State University Utah State University Logan, UT 86322-5268 Talephona (88) 1790-2445 Paz (891) 750-2443

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POSITION ANNOUNCEMENT VICE PRESIDENT FOR UNIVERSITY EXTENSION UTAH STATE UNIVERSITY

Ush State University, founded in 1888, in Utah's land grant institution, assist anally and internationally proceptized for programs in engineering related to irrigation, water management and space exploration, assistant control of the programs of the process of the programs of the programs of the programs of the process of the programs combined with its physical location structure expelled under graduate and genduate anothers from a color programs combined with its physical location structure expelled under graduate and genduate anothers from a color programs combined with its physical location structure expelled under graduate and genduate anothers from a color program combined with its physical location and the programs of the programs of

University Extensions U tab State University mecompasses: (1) the Cooperative It stension Service, traductally ssected within-depart universitie; and (2) Life Span Learning programs, which include the Clean Olvairon, Collective and Indiance Division, COM-NICT Telecontraumications system and officentput Continuing Education Centers.

Major Dutles

Administer the development and implementation of Estension Programs to meet the needs of the people of the State Of Utah through traditional and non-traditional delivery systems including distance education.

Represent University Extension in its administrative and policy functions with the University administrators, ES-USDA, County Commissioners, and other agencies and organizations as designated by the l'sestdent. Reposent University Extension in its policy making and public relations functions with national, state, and law of genizations in support of Extension's missions.

Work with collegs and other units to mobilize and coordinate the resources of the University in support of the Estension Panetion.

Prayldo lasdership in ostablishing Extension policies and procedures related to programs, personnel, and other Develop and administer budgets obtained from state and federal appropriations and other sources in ac with University policy.

Os responsible for personnel functions such as recruitment, selection, placement, or tentation, tentre, promution and performance evaluations, termination, and selary adjustment.

Administer all aspects of the Equal Employment Opportunity Program and Affirmative Action plan within University Extension.

Work with other major offices of the University to promote the instructional, research, and service missions of the University.

Relationships

Responsible to the Utah State University President for total University Extension program. Closely coordinate with the Provost and Deans all aspects of scademic programs offered through Extension.

Cooperate with others to promote the goals and mission of the University. Accountable to the Administrator of Extension Service-USOA for programs and Ludgets related to Cooperative Extension.

Requirements

Earned dectorate from an accredited institution of higher education.

Qualified and acceptable for appointment at full professor rank with tenure at USU. Substantial faculty and/or administrativoexperience at a Land-Grant University with a sound understanding and commitment to the broad functions of extension. A particular sensitivity to the interactive functions of research and extension in bringing now townwidege and serving the popular a needs.

The ability to integrate the overall resources and technology of the total University into the extension function. A global pempective and keen understanding of the national and international scope of the land-grant system and the inter-decendence of state, national and international economies.

A demonstrated ability to be innovative and creative and to communicate clearly with a variety of audiences. Broad successful experience in working affectively with people, a demonstrated ability to motivate others and the ability to delegato responsibility and sultonity.

Ability to manage fiscal, physical, human and other resources in accordance with University policy A sensibility to people with diverse cultural backgrounds and a commitment to Equal Employment and Affirmative Action.

Tho search will remain open until April 15, 1992, or until a sultable candidata is found. Please send resume and names of five references to:

UTAH SIKIB UNIVERSITY ISAN AFFIRMATIYE ACTION I EQUAL EMPLOYMENT OPPORTUNITY EMPLOYER

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Speed/Dramathursalities Torus und-instructoriasticus moderne position and ticlopied for the production of the ticlopied for the production of the con-served, assess humaniles, dramas and de-reciting engages productions. M.A. re-spect, assess productions. M.A. re-tage of the production of the con-served for the production of the con-trol of the production of the con-trol of the production of the con-served for the production of the con-trol of the production of the production of the con-trol of the production of the production of the production of the the production of the production





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PRESIDENT LEHIGH COUNTY COMMUNITY COLLEGE

The Board of Trustees to test momentum and applications for the position of President of Lehid County Community College. The president in the Chief executive offset of the college with responsibility for leading and motivating all staff in the development and implementation of the rollege?

miston and jodice.
Lichiji County Community Cullege, frunded in 1996, is located to misc, north of Allemore on a 150-zer suburban comput. The college's leed, north of Allemore on a 150-zer suburban comput. The college's leed Carlon C

- quantisations into a A professional with significant administrative/management caperiente in a past-secondary or other organizational sering who understands and is commuted to the ensuring of community colleges. A discious degree is
- photosystemacy is must appearant colleges. A discound degree in preferred hum on required.

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- meet raye when not operate outstands.

 A high-proble agent of change with the detire and ability to point ue joint ventures with ingaintantion in the private sector and other educational
- illurally rensitive periors who can assist college constituencies in build-reamisurity where diversity and pluralists are valued.

The nalary range for this position is \$75,000 to \$95,000.

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Interview applications are invited in apply in considerace by forwaring, a letter of interview a consideracy, and a structure in secretary specially how your letter of interview a consideracy and a structure in secretary in the product of the product in a criting June 40, 1902, and the Presidential Search Committee's goal in to have curaplesed the telectric process by July 31, 1902; however, process will consider until a standard candidate in defending.

Application materials should be mailed to: Presidential Search Committee Mr Allen D. Ruter Lehigh County Community College 2370 Main Street Schneckwille, PA 18078

Lehigh County Community College is an uffirmative action, equal opportunity employer. We particularly eccentrage opplications from people of readitionally underruptescored around.

FDU

ASSOCIATE VICE PRESIDENT ENROLLMENT MANAGEMENT

end administer the university recruitment, admissions and

and administer the university recruitment, admissions and financial all orgama, see well as burnarial and registration operations for undergraduate and graduote students for Rutherfort, Trancek and Madison Campuses. Additional responsibilities include development, marketing, advertising enderollment planning programs including oversees programs, and management of professional and support staff for the Tri-Compus Empirical Services Offices.

Compus Enrollment Services Offices.

Requirements Minimum Recolousested capter, minimum five years' sentor level experience, including staff supervision and managerial functions of sentoning staff supervision and managerial functions of sentoning productions of sentoning staff supervision and sentoning staff sentonin

Equal Opportunity/Affirmative Action Employer M/F

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Central Community College

CAMPUS PRESIDENT

Grand Island, Nebraske

Central Community College, a fully accredited cummunity college founded in 1996, is seeking cushdates for the position of Grand Island Cumpus President. The choosing date for this position is April 17, 1992. All documentation, no include applications, nominations, and materials, most be received on or by May 1, 1992.

The college is multi-compass cummunty cullege with mujor compuses at Culimbus, Grand Island, and Hastungs, Nebraska. Head count enrallment approximately 9,500 for Grand Island and 30.00 for the college, with major compless un vocal implicational foundational programs of the college of the college is the major compless. The college is the college is the utilities culmpatency based artifaction and islandings with college that utilities culmpatency-based artifaction and islandings.

enstruction and planning.

Responsibility: The Compus President of the Gand I shard Campus is the chief antimistrative officer, directly responsible to the Culting President. This pushion is recommisted for campus and cummanly relations. I contain the containing the containing of the containing the containing of the containing the con

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Qualiflowingus: The super-civil cardidate must process un earned master's degree telectronic preferred from an accredited institution; a strong comparing the comparing telectronic preferred from an accredited institution; a strong comparing presidents, and negociaries with holistics, industry, and vocational technical education. An understanding of individualized understanding the process of the programme of the preferred p

at it community contigers.

Employment Conditions: An excellent fringe benefit prockage is provided.

Sulary 15 commensurate with individual's background and experience. Stately is commenced with more value of the state of the commenced of the Application State of the state of t

AN EQUAL OPPORTUNITY AFFIRMATIVE ACTION EMPLOYER

OTTAWA UNIVERSITY

Ottawa Campus Provost

Ottawa University, founded in 1865, is a four-year college oil liberal arts related to American Baptist Churches, U.S.A. It provides liberal education and career praparation for a diverse suddent clennich. The residential Ottawa. Campus serves \$40 undergraduates in Ottawa. Kamaas, filty miles acumiwas of Kamaas (Ir.): The University provides degree completion and condituting education programs for adults through non-residential centers in the Kamaas (Ir.) and fibrearin retropolition areas.

in the Kansas Lify and Phoenix metropolition areas.

Ottawa University seeks a Provoit for the Ottawa Campus. The Provoit is the chief operating officer of the campus and overees all operations from the Campus and overees all operations of Students, subsistes Manager, Pinector Provider and Academic Dean. Desni of Students, subsistes Manager, Pinector teems, The Provoit riports to the University President and with the Provoits Iran Manas City and Thoenix is a member of the President's Council.

vots Iom Kansas City and Noorshi sa member of the President's Council. The successful cardiace will here a begingoured of significant administration of the properties of the president of the p

Ottawa Campus Provost Search Ottawa University Box 15 1001 5. Cedar Street Oltawa, KS 66067-3390

This position becomes open on or after July 1, 1882. Review of applications will begin April 15 and continue until the position is filled. ratey is an Equal Opportunity, Affirmative Action Employer.

DETROIT PUBLIC SCHOOLS

Assistant Superintendent Department of Human Resources

Sal.: \$78,651-\$86,664

Meater i degrea in human resources manegement, three years' edministrative consistence in human resources; experience in givennce resolution; societat consistence in human resources; experience in givennce resolution; societat interpretation of communication office, non-vested in the application of societation; societation of the application of the application of must enabled to human resources management. The successful implicant must enabled to the societation of the societation of the societation of the societation of the societation resolution of the societation of the soc

Dr. Osborsh M. McGriff General Superintendent 5057 Woodward Avenue Detroit, MI 48202

Closing dais: April 15, 1992

\$46-2451. An Equal Opportunity, Affirma-

Theatre: The Department of Deams, The University of Genrals, seeks an action

PRESIDENT

Western Connecticut State University

The loand of Trustees for the Coursection State University system halves mechanises a public comprehensive submitted processing a public comprehensive submitted processing sports. Addition State University as public comprehensive submitted processing stores at the State University of State University States. As a submitted of States University to one of Davi Institution in the Councilos States University to one of Davi Institution in the Councilos States University to one of Davi Institution in the Councilos States University of States University to the States University of States Universit

reports to the tremindent of the Chinectico Saulo University system. Westiam Controduct Sales University, founded in 1903, in located in Device, 1 sept. Initiated Canny in the footbills of the Bendaline Mountains, 65 miles northal Manthau and 50 miles were of Euroscie, the ceptain of Channectics. The University is purposed and 50 miles were of Euroscie, the ceptain of Channectics. The University is purposed sales campus comprisements its original 23-acre, 10-insiding Meltone Gauges and bear of Gonzolomo Berlauty.

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- Ability to Communicate. The shifty to write well and to speak well
 Ability to Elicit Community Support. Experience in working with community Support from local business, labor, and notification.
- groups. The ability to gath support them local business, labor, and putter landers of the processing o

Working within the CSU System. Being able and wiling to work lowed whichg the mission and goals of the CSU system is expected of all previous. This, a cooperative spirit and it sense of oneness are essential qualities of the medical.

Nominations must be postmarked or received on or before April 15, 1992. Applications together with resumes meat be postmarked or received on or before do or before Lev? and nominations should be sent so:

Mrs. Rebecca Amberg Secretary to the Board out State University Executi P. O. Box 2008 New Britain, CT 06050

An Affirmative Action, Equal Oppostunity Employer



HAWAII PACIFIC UNIVERSITY PRESIDENT

The Board of Trustees of Hewali Pecific University invites nontnations and applications for the position of President of the University. The President elso serves as Chief Executive Officer end reports to the Board of Trustese.

Founded in 1985 in Honolulu. Hewell Pacific is an independent coeducational institution, eccredited by the Western Association of Schools and Colleges. Enrollment numbers in excess of 5,500 students. The University, with an operating budget of \$22 million, is internationally tocused and offere undergraduate and graduate degree programs in liberal arts, business administration, and computer science.

Candidates about possess a distinguished record of schievement in college/university administration or comparable expe ence, a doctorate or eppropriate terminal degree is desired demonstrated affectiveness in fund-taising; and the ability to work with a diverse student body, faculty, staff, and urban

For most favorable consideration, applications and numbations should be received by April 27, 1992. Nominations and expressions of interest with vitae and references will be held in confi dance end should be torwarded to:

Mr. William J. Bowen Suite 2800 125 South Wacker Drive Chicago, Illinois 60606

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The Colorado College LA ROCHE

SULLETIN BOARD: Positions available

President

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will represent ability to plan realistically and to acquire the resources seed to achieve the goals of the College.

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Bichaed C. Kozańa. Chair Paddersiał Szach Correntine La Roche College La Roche College Pathongh. Nr. 15.2.37 Apkalass abudd beckde a current résumé and a tioughtál leiter de-nais gla candidar a qualité atons in terms of the citates stated above. Apkalass of the stretched commerching and thoughtál leiter de-laphador of las residencial commerching and control superioristic and production.

La Roche College is an AAI+10. Employer
Bittench is austraed by the Presidented Search Consultation Service
of the Association of Governing Rogards of Universities and Colleges.

PRESIDENT

University of Massachusetts

he Soard of Trusteos of the University of Mossachusette and its modelled Search Committee acok a President to load the new live the control of the Search Se

where to y distinguished instinkduals who are capable of providing in the business admissible for the University. The control have recently an experimental Legislature and the Lovernor have recently an experimental Legislature and the Section Control and Con

Be names of nominees end prospective candidetes will be trested in a confidential mennar. The committee plans to present its roport to the Board of Trustees by the summer of 1992.

resity of Massechusette le an Affirmativo Action, Equal Opportunity Employer.

Osniel A. Taylor, Esquire Trustee and Chair of the Search Co-Viversity oi Mesaechueetts One International Pleca Std Floor Soston, MA 02119 617-339-5945 Fax: 617-330-8956

tors and applications should be sent to:

President In least of trustees is extending the process in the search for a new house of a looke College, as innovative college located on a 100-beart of a looke College, as innovative college placet of a 100-beart of the look of th

Colorado College Invites nominations end epplications for the posi-tion of President of the College with duties commencing in 1993.

- Coloredo Collega, foundada (1974), la private coeducational inter-er est collega, pulmetri y molecental interesta, located in Coloredo Springs, Coloredo. The Coloredo. The Collega esta e broadly-aducated person, a lendor with integri-ty and imagination, and a delittie deministrator to preserve and to build on the echiovamente of recert years.
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For information regarding epolication, write: Jane Cauvel, Administrator Presidential Screening Committee The Colorado College 14 East Cache Le Poudra Street Colorado Springs, CO 80903

Application deadline, May 15, 1992.
Coloredo College is an Equal Opportunity Employer and Invites applications from wome, shinton into ity cardidates, and individuals who can address the concarne and perspectives of women and minorities.

PRESIDENT **Amarillo College**

AMARILLO, TEXAS

The Board of Bagants of Assertio (Allage Invites meshations and spelications for the position of president) the chief executive offices / Amerillo College is a public complementary consumption of the college is a public complementary consumption of the college is a public present of the college in the college in the college is a public present of the college in the college in the college is a college in the college in the college in the college is a college in the college in the college is a college in the college in the college in the college is a college in the college in the college is a college in the college in the college is a college in the college in the college is a college in the college in the college is a college in the college in the college in the college is a college in the college in the college in the college is a college in the college in the college in the college is a college in the college in the college in the college in the college is a college in the college

APPLICATION PROCEOURE

APTLE:ATION PROCESSIES

1. A letter of application rateling the candidate's lackground with personal examination and applicant's qualifications, experience, and accomplications.

2. A current revisual to include being and office a birephona numbers.

3. These current references with slaphona outsides.

Tide sectorial should be mailed to the following person: Mrs. Lavon person:

Mrs. Lavon Noissa

Assarilio Collega Prasidentiul Search Com
P. D. Sox 447

Austrilio T. T. 79176

Telephone: 806/371-5124

Applications also id be pottourised no luter than April 18, 1892. The preferred date for mocessful applicant to

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YCO CHANCELLOR

Yosemite Community College District

The Ikard of Trustees of Invertise Community Codege Dotter Invites applications and nonstrailors for the position of Character. The Character is the duel reconstruction and appears to an eight member Board of Trustees which includes one non-voting authorit trustee.

SELECTED QUALIFICATIONS

EDUCATION AND BACKGROUND
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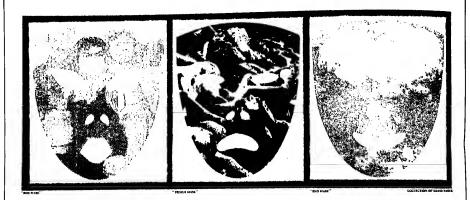
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PRESIDENT

New Brunswick Theological Seminary

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End Paper



Images of Failure, Ciphers of Oppression

N 1983, the artist Vito Acconci designed three masks on which various historical images were superimposed. "End Mnsk," a bluetinted, grinning face, represents a mushroom cloud, a view of a nuclear explosion seen from above. A frowning, black and white "People Mask" shows us victims of Nnzi atrocities. And "Red Mnsk," its mouth agape, sports a detail of a Communist Chinese propagundn poster of three angry youths. Each of these works, if actually worn, would reconstruct the meaning and appearance of the human face, the means by which the self, at least on the surface, is first presented to other people. And Acconci's gesture is loaded, for his masks project images of failure, ciphers of postindustrial exhaustion, oppression, and tragedy of the past

To wear such a mask is on one level to conform to the kind of anonymity most prized by our conformist society. But the imagery of these masks, while of anonymous subjects, marks the wearer in a way that can only be read as ideological. They reform the means by which one presents oneself to the world-through history itself. In a projection of the self that is eminently fragile and at risk, these masks reject the mythologies of safety and centeredness advanced by the keepers of postindustrial culture. Through their visual recollection of our ruined past, they become allegories of our desolate present,

"Environmental Terror," nn exhibitian featuring 10 cantemparary American nrtists whase works address environmentul issues, such as urban ecalagy, hamelessness, and neighbarhaod gentrification, will be at the Stephanie Ann Raper Gallery nt Frostburg State University, Frostburg, Md., fram March 27 through April 15. It will then travel to the 1708 East Main Street Gallery in Richmand, Va.

The exhibition, which originated at the Fine Arts Gallery at the University of Maryland-Baltimore Caunty, is curated by David Yager, directar of the gallery. The text above is by Manrice Berger, a culturol historian and art critic, and is excerpted from the exhibition entalogue. Capyright 1992, the Fine Arts Gallery,

1 10 10 m

University of Maryland-Baltimare County.

Ways & Means

Pennsylvanio's Gov. Robert Caser has turned up the heat on he four universities that recive operating funds from the sate but oppose making their fancial records public. The Governor, a Democrat, has

sent letters to the presidents of Lincoln, Pennsylvania State, and Temple Universities and the University of Pittsburgh, urging them to support a financial-disclosure bill that has passed the sate House of Representatives but is stalled in the Senate.

Mr. Casey reminded the cresidents of the money the infitutions get from the state (\$250-million to Pena State, \$135-million to Pittsburgh, \$138-million to Temple, and \$18-million to Lincoln). He stinged: "The students and they arents, who pay the tuition dollars, have a right to know how their money is being spent."

Governor Casey also wrote to the harman of the Senate Educutiun Committee James I Rhoades urging him to take oction on the bill. stor Rhondes said he preferred still that his committee is drufting, which would respect the "private status of the institutions and still vide "fiscal accountability

The committee's bill would require institutions to disclose the solaries of their 15 highest-ranking formation about university spending for such things as contracts and faculty salaries. Mr. Rhnades said his afternative should sutisfy those who had criticized the generous retirement puckage swarded to the former Pittshurgh president, Wesley W. Posvar. Senator Rhoodes, huwever, said he had not yet decided when he would bring his alternative hill to 11 vote.

Fresh from his state's winning shotly sought United Airlines maintenance facility, Indiene's Gov. Eveo Boyh has announced plans to spend about \$6-million over the next three years to expand college and technical-training programs in aviation mechanics.

The programs, including new associate-degree offerings in aviation idministration and baccoloureate degree programs in aeronautical technology, will be provided by Vincennes and Purdue Universities The state elso will build a new Aviation Technology Center. United Airlines bypassed offers

from Denver, Louisvillo, and Oklahoma City in November when it chose Indianapolis International Airport as the site for its new \$800ullion maintenance facility. The facility is expected to provide more than 6,300 skilled jobs. Indiana and local governments offered nearly \$300-million in eash end tax incentives to ettract the company.

industry that Indiana will do what it takes to increase the skills. productivity, and compe Hossier workers."

Government & Politics



Linde C. Weddelf of Lane Community College: The application-processing companies' service is suporior to the Education Dopertment's.

Edmond Vigoui of the U. of Orogon: Tho free application comes with all the date ha needs from the fedorel governmen

A Debate Over Proposals to Drop Student-Aid Fees

Help for needy students or recipe for 'chaos'?

By THOMAS J. DeLOUGHRY

Lawmakers, companies that process spplications for student aid, and campus officials ore engulfed in a heated debate over proposels that would free many students from having to pay to apply for federal

Many lawmokers are frustrated by the foilure of their efforts to enable more students to apply for aid without having topsy fees of \$6.75 or more, which they believe discourage needy students from attending

college. They have reacted by inserting proposals into bills to renuthorize the Higher Education Act that they say would holp millions more students avoid

per cent of all aid forms, contended in a letter to college presidents that the propos-als would "jeopardize the delivery of student financial eld" and lead to chaos for students and parents. Supporters of the

changes charged that the College Board The College Boord, which processes 40 was exaggerating the impact. The American College Testing Program,

the next-lergest processor, although quieter in its public statementa, also strongly Continued on Fallowine Page

Campaign to Guarantee Pell Grants to All Who Qualify Ends in Defeat

A campoign to persuade Congress to guarantee Pell Grants to all who qualify ended in defeat last week.

At the same time, proponents of a direct student-loan program ssw their vision scaled back.

House Democrata and Republicans working on legislation to reauthorize the Higher Education Act dropped the Pel Grant "entitlement" provision and agreed to a direct-loan pilot project. Their efforts were expected to enable the House to vote

on the bill as early as this week. Democrats on the House Education and

Labor Committee, led by Cheirmen Willism D. Ford of Michigan, approved a re-authorization bill in October. But it has become clear since then that they could not get enough votes in the full House to pass the mammoth bill.

Opposition From Both Parties

Mr. Ford and the other Democratic sponsors of the bill were opposed by many in their own party who were worried about the costs of replacing the Stofford Studen Loan program with a direct-loan system and of making the Pell Grant nn entitlement. They also faced stiff opposition from

veto if the bill contained either provision. Lawmakers still faced one more hurdle last week. Their compromise legislation was still \$1.2-billion obove spending limits set in the 1990 budget agreement between Congress and the White House.

Mr. Ford oppealed to his colleagues last week to walve the agreement and allow the bill to go to the House floor. But Demoeratic leaders led by Rep. Leon E. Panetta of California, who chairs the Budget Committee, balked at the idea.

They were leaning toward finding the Continued an Page A26



Debate Flares Over Proposals to Drop Student-Aid Application Fees

opposes the approach of Congress. "Each of us thinks we have the gospel and everyone else is the vilhin." says Mark Heffron, Act's continue to use applications with assistant vice-president for financialaid services.

ACT and the College Bourd's College Scholarship Service are among four non-profit companies that have government contracts to distribute and process aid applicutions. The government pays them for processing the federal portion of their applications, but the comstudents for processing "supplefiled each year-half of which are

Lawmakers contend that their proposed changes could free many re students seeking only federal aid from the fees, which begin with a \$9.75 charge for css und \$6.75 for

HR 3553, S 1150

Taxes HR 4210

Continued From Preceding Page ACL. The fees increase if students families may complete only a few apply for aid from more than one questions and return the applicacollege. Luwmakers concede that fees because their colleges want extra data to help them in distributing institutional nid.

Incresse in Income Ceiling

The reauthorization bill that the House of Representatives could vote on as early as this week would end the practice of collecting data for federal, state, and institutions panies are allowed to charge fees to aid together, and would establish one free federal application. The mental questions that many col-bill says that colleges or stateleges and state-scholarship ugen- scholarship agencies that want cies use in doling uut their aid. A more finuncial data from students total of 8 million applications are could require a second application that charged reasonable fees.

The legislation that the Senate has approved would maintain the single application and try to inercuse the number of free filers by increasing to \$50,000 from \$15,000 the income ceiling under which he says, and the upplications would

The hill would also require companies seeking federal contracts to estimate the additional cost to a state-scholarship agency of adding a few questions to the application that could be used to determine eligibility for state aid.

Both bills would make students from very poor families automatically eligible for aid withunt having to complete a lengthy application The bills would also require federal contractors to develop methods for ullowing continuing students to update figureial data each year with out having to file new applications.

Lawrence E. Gludicoux, executive director of the College Board's Wushington office, urgues that the House proposal for a single federal firm could trigger a proliferation of supplemental forms for state and of forms would confuse students,

tion, Mr. Gladieuux says, has been "a vehicle for schieving greater simplicity and for streamling Mr. Gladieaux and Mr. Heffron at ACT note that both their companies have little-publicized programs that allow low-income stu-

for all kinds of aid on one upplica-

government would not have the le-

verage that it currently uses to de-

"When it comes down

to mall a form out, or

\$10 to put food on the

table, I think food

usually wins out."

The current system of applying

for by their colleges. Officials at the College Board and other application-processing companies have fewer concerns about the Senate pinn, although some say they have doubts about the requirement for adding staterelated questions to the federal portion of the upplication.

dents to have fees waived or paid

30% of College Board's Budget

Supporters of the Congressional nls say the College Board and ACT are opposing reforms because they threaten the future of the student fees, a rich source of revenue. Most of the \$50-million that the College Buard received for application processing in 1989-90which was 30 per cent of the organization's budget-came from stu-dent fees. Mr. Heffron of ACT estimates that application processing accounts for \$15-million of that company's \$67-million budget.

Two smaller processing companies-the Pennsylvania Higher Ed-United Student Aid Funds-do nut supplement their government payments with student fees.

Those calling for change say the hills have sparked will lead ultimately to a compromise that will allow many more students to file

free applications while maintai a single form for federal, state, and institutional uid.

The debate has spread beyond Washington to campuses, where many student-aid officers are worried about the proposed changes and are reconsidering whether stadents should be charged fees to submit applications.

"In some ways, it's a phony issue." Steven E. Brooks, associat to whether you have \$10 director of financial aid at Wake Forest University, says of the fees, It's the price of a pizza."

He and others orgue that many nid applicants are from families eerning \$60,000 or more and can efford the fees. They note that the federal government assesses heavier fees on the truly needy by charging an "origination fee" of 5 per eent on every Stafford Student Loan and by allowing loan-guaran-tee agencies to deduct an additional 3 per cent as an insurance fee

Barrier for Some Students

But George Chin, director of financial aid for the City University of New York, says the opplica fee is a barrier to college for low-income students. "When it comes down to whether you have \$10 to mail is form out, or \$10 to put foot on the tuble. I think food usually

Jemes B. Appleberry, presider of the American Association of State Cutteres and Universities hus told lawmakers that the current system has "the perverse effect" of having low-income students at low-cost colleges subsidize the ap plications of wealthier students at higher-cost institutions. That oceurs, he says, because students at the higher-cost colleges that award institutional aid are the ones who need to complete the non-federal questions for which the fees are charged.

Regardless of their opinion about the fees, few uid officers support the House plan to have one federal upplication and separate ones for state or institutional aid.

But Thomas R. Wolanin, staffdrector of the Huuse Subcommittee on Postsecundary Education, says having a federal application and nnn-federal application in some type of student-aid packet should not be confusing. He likens it to having seperate forms for Relend and state income taxes.

Mr. Wolanin says lawmaken

azal to build public support for gedest-eid programs by making audests realize that the Pell Grass and Stafford loans that they ne applying for are federal pro-

reigment & Politics

Result of Frustration

scalemic year.

He acknowledges, though, that

se proposed reforms are also the

result of frustration over the fuilure

of past changes. A free federal

from developed in the 1970's has not competed well with earniner-

cally produced applications, ac-

conting for only 20 per cent of all

onlications filed for the 1991-92

During the last reauthorization

in 1986. Congress required that ev

ny contractor begin its upplica-tions with a "simplified needs

waysis" section that familie:

caning less than \$15,000 could use

to apply for federal aid without a

e. Congress also required that

beniles at any income level seek

ing only federal aid should be ni-

People get comfortable

to look at other ways of

ore" of questions without having

Congress's Advisory Committee

on Sudent Financial Assistance

aports, however, that 99 per cent

of students filing CSS forms for

1991-92 and 86 per cent of those

ling act forms paid u fee. Some

twasters and Congressional

ades contend that the companies

ave made it difficult for applicants

for federal aid to identify the point

at which they can stop und avoid

CSS and ACT deny that they have

misled students and point out that the Education Department ap-groved the structure of their appli-

The Education Department hus

steped in al least once to protect sudents from having tu pay fees. Last year it asked the College Board to stop writing letters tu stu-

ents who completed only the core

questions and did not pay a fee.

The letters suggested that the stu-deals talk to their aid officer about

thether they should finish the form and pay the fee.

Mr. Gladieaux of the College

Board says the company has supped the practice, but he de-fands it as well intentioned. He and

several aid officers say the letter:

were sent to make sure that stu-

tens who might be eligible for in-

ultufonal aid would not be exclud

with the system

and it's difficult

doing it."

that they're used to

wed to complete a "federal

says Linda C. Waddell, director of gas. "We'd really like to have defedral system stand on its own Cullege. "They're not even com-parable." and be clearly identifluble," he

> sive reports that css provides to help them find out about students' veterans' benefits, increuse their chances of entching students who from the federal government that that some of the revenue is used to may by lying about their resources, contain all the data on aid appli- distribute literature about linuncial and help identify extraordinary expenses like child-eare costs that

"They're not equal products,"

student aid at Lane Cummunity Ms. Waddell and some other aid

officers say that some of the sup-plemental questions that follow the federal core and the comprehescolleges help them to administer in his state have been using a free federal funds responsibly. They say the extra data and the reports

public institutions that use free applications disagree. They say their ability to administer federal and state aid properly has not been di-

application from United Student ways of doing it," he says. Aid Funds for two years and have not had problems. He says his uni- and AC1 have reacted to the criti-

Other aid officers at the several from the College Scholarship Serv-

James R. Craig, director of lithey have not kept up to date with nancial aid at the University of Or-mide. "People get comfortable egon, says the eight public colleges with the system that they're used to, and it's difficult to look at other

Officials at the College Board versity receives computer tapes cism of student fees by explaining

vides to colleges when students flic the free form is inferior to what the coul's federal sid. even were receiving er, say that needy students should level of service we were receiving er, say that needy students should not be supporting professional training for university employees.

"It's a shame that financial-aid nameral aid at Montana State Uni- offices don't have the kind of reveversity, says many aid administra- nue commitments from their institurs underestimate the quality of tutions that they should," says Sathe government's services because tab Flanagan, a staff member on the Senate education subcommit-Edmond Vigoul, directur of 6- improvements that have been tee. "But I don't think that can be solved by asking poor kids to pay fees.

Mr. Gladieanx of the College Board says that the company needs to re-examine whether the fees should subsidize the services. "For a quarter century plus, those things were built in," he says.
"That's part of the transition that's eants that he needs to award oid.

"He ertainly meets, and in many shows for uid officers and high-

Status of Federal Legislation

As ol 6 p.m. March 19, 1992. 9old typn Indicates changes siece March 5, 1992. BOTH BILLS: Would change federal copyright law to m HOUSE: Approved Merch 12, 1992 SENATE: Pass September 27, 1 S Rep 102-141 Education maemet: Sciviti: Ball. Would resultentus his Equipped (b) Departments Office of States.

5.1276 States of BOTH BILLS: Would riller the Job Training Pertnership Act by providing morn mosey for neurotion and foll training for people who are the most disadventured to reduce the second providing the providing morn augmented under the sect to state set the sect of state set for state set fo ay committee March 11, 1992 BOTH DILLS. Would requirement the Nettonial Battituse of Health. Would life bern HONES Feed Impased by the American Control on Andrew Support for research inching the HONES Feed Impased by the American on Andrew Support for research inching the W25 5.991. Way 55.991 to the Control of the Co HOUSE BILL! Would piece new limits on the money universities could receive for S Rep 102-263 the overhead costs sectoraled with rederal research. HOUSE: BLL. Would amond the 1988 light that subhorted the Nethinal Science Foundation for The years by raising the Citizadations budget ceiling for fined 1 by 11. 1991 1992 to the Prediction's recommended level of \$2,72-1 SENATE BILL: Would make it a lederal crime to vandelize facilities used for research on animale or to remove animals from such facilities. Octobox 16, 1991 S Rep 102-141

HOUSE BILL: Would authorize new programs at the National Science Foundation, which sould receive up to \$35-million ensually to provide grants to obtain the colleges for soldies and technical advection.

or wearth used to degarment eth eligibility.

SENATE BILL, 199(d) restuliators for Hilbert Education Als for sevels years, Voud impaintain Bibliford Student Lorens, with joen limited of \$3,000 a year for respitisjon.

and \$3,000 a year (or spopishmene, \$3,500 to year undergraduster) and \$3,000 a year for respitisjon.

30,000 for graduate students. Weeld selektilish a nelly materian sits for feel.

Contra, of \$2,000 pies one-punifier of tablion up to \$4,500 to 1999-by feet materials with enhant income of least their \$50,000 (whole see before feel) and the selection of the select

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oolingse for elected and recomes in Country

Moulze Bull. Would result hot set the Highest Education Act for five years. Mould for express Starford Student Losses, which are provided by bears and authorities by the government, with 6 direct losses are compared to which students would have not considered your government funds from colleges. Would abbilish new maximum its for Paul Carents, in 1984-96, of 32.700 has one coverted or Highest profuse of Section 2018 SEVET, Peased exactlude the sculpt of entire the 1985 Sevet from 21. 1992 or weelft used to citaments and slightlish.

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cligibility.

Oth DULS: Would extend a tax deduction for employees on educational benefits, a conference produced by employees, whould restore tax benefits, feel in this specified is greater in produced by a major produced project. Would provide a fact and a feel of the conference of the conference

WASHINGTON ALMANAC

by subcommittee Merch 18, 1992

Since changes frequently occur with little advance notice, it is advisable to check with committees on or nea

HOUSE OF REPRESENTATIVES dellege athletice. April 9. Henring or

callege athletics. Acrif 9. Heuring on a sender ceatily is college sports. Cun-net: House Beersy and Commerce sender ceatily is consecutive. Com-bined Proceedings of the Com-cess; 1201 226-3166. "Pence Institute, Harch 23. Heuring on Pence Catt, Including the establish-ment of the Spark M. Matusham Scholership Prosens. Wisch would be consecuted to the Com-tension of the Spark M. Matusham Scholership Prosens. Wisch would and conflict manuscement. Consecutive House Education pleace rosses and conflict manuscement. Consecut-tions: (202) 225-598.

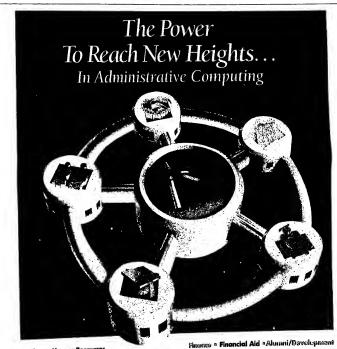
ate education. Contact: House Sci-ence, Space, and Technology Su-committee on Science; [2021 225-

Agenaria, March 26. Hearing on accomment-Enunced research at universities. Contact: Senate Armed Services Subcommittee on Defense Industry and Technology; 102, 224-883. Tephnology polloy, March 26. Henrie Industrial Inches

IN FEDERAL AGENCIES

Many student-aid officers say IN FEDERAL AGENUES

Ultury finesolog. The Education Demutation has issued final rules implemention uncondensit to the Literascrivices and Construction Act.
Trafes view undefines for the Stables
ministered Program, which is stables
financing for public and some
financing for Pages 5,339-71. Congressional aldes and lawaken should not be frustrated by r fallere to get more students to lefre applications. Those adminstrators say the free federal core cannot compete with the css or ACT
applications because the service he Education Department pro-



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The commus jobs that most students get through the College Work-Study program have little relation to their studies, a new report concludes.

The General Accounting Office. Congress's investigative arai, reports that nearly 95 per cent of work-study funds in the 1989-90 academic year went to recipients whu worked on their cumpuses.

The report says students who worked for non-profit organizations off their compases received 5 per cent of the funds and those with for-profit employers re-

Under the program, the federal gavernment provides 7tt per cent of the funds for jobs at non-prolit organizations and half of the wages for jubs at for-prolit comounies.

GAG used federal data tu determine how the funds were spent. hut surveyed officials ut 20 large universities to determine the extent to which students' johs were port says that 14 of the 20 institutinns reported that ut least half of their on-campus work-study Jobs were clerical or inw-skill posi-

The rapart says the colleges reported that the proportion of the on-campus positions related to the students' studies varied from 10 to 75 per cent with a median of 40 nor cent. The median proportion of jobs off the campus that were related to studenta' work was 75 per cent.

Single copies of the report,
"Student Financial Aki, Charac-Through the College Work-Study from the U.S. General Account-

Continued From Page A23

\$1,2-billion by keeping the 5-per-

loans and extending it to Supple-

ent Longs for Undergraduate Stu-

he views it as an unfoir tax on

needy students. Students strongly

ngree and were lobbying last week

WASHINGTON UPDATE

- Work-study jobs are said to have little relation to academics
- Clash erupts over management of education-research office
- Report asserts the government has trouble filling science posts
- Congress may seek further cut in overhead-reimbursement rate

thersburg, Md. 20877 -FROMAS J. D. LOUGHRY

The chairman of a House of Representatives subcommittee and an Assistant Secretary of Education clashed last week over a provision is a reauthorivation bill that would create an oversight board for the Office of Educational Research and Improvement.

Diane S. Ravitch, Assistant Secretary for educational re- research grants, -JACK GOODMAN search and improvement, took issuc with a part of the bill that would crente a 20-member oversight board with authority to develop long-term research priorities, establish quality standards, and approve all contract solicitations over \$500,000.

She said such a board would be far two large to be effective. would lead to a confusion of reaponsibilities with the executive office of the oral, and would represent "n elear conflict of in est" since hoard members would be from organizationa that recelved money from OERI. "I think this is a disastrous thing to do to s and the Institute of Medicine.

Rep. Majur R. Owens, the chairman of the Subcommittee on Select Education, said that the board's "purpose will be to seek constructive consensus" and that

ing Office, P.O. Bux 6015, Gui- the various interests of its memhers will provide a system of "checks and halances." He defended its presence as necessary to provide some continuity for educational research in an office that has been subject to frequent

> leadership tumover. Mr. Owens also said the board would give our a decision-making structure similar to those of the National Science Foundation and the National Institutes of Health, both of which have hourds or conneils that approve

> The federal government is having trouble attracting the most-qualified people to fill key science and technology jobs, partly because of laws that limit the kind of work federal officials can do after they

leave government aervice. That's the conclusion of a new report from a panel appointed by the Committee on Science, Englneering, and Public Policy, a join committee under the Nationa Academy of Sciences, the National Academy of Engineering,

The group examined 78 federul way of saving scarce dollars lobs, other than Cabinet posts. this year. that Involve managing or setting Most recently, the House policy for science and technology Budget Committee, in the onnual programs and that are filled by Presidential appointments. blueprint it draws up for federal

ernment could save about \$300. million either by more cuts in militury spending or by new limits on the overhead costs of university

Still, university representatives are worried that the idea mny surface ugain. An even largor cut in uverhead spending was included among options to reduce the deficit in n recent report from the Congressional Budget Office. The budget committee based its cut in overhead rates on that re knew of instances in which the

decuy" could be the result, it more wan spending with less ac-

The committee agreed tentatively to include that assumption in its report explaining its budger blueprint for fiscul 1993. But after some members of the committee objected, it was dropped before the plun was approved by the full House this month.

on Piedad Robertson.

The report noted the new limits the government has niready estublished on the rate that universities can charge for the adminitrative portion of overhead costs.

The report added that Congress could estublish an even low er maximum for administrative custs and ndd n new limit on the rate universities can charge for fucility costs. Those two changes would save the government about \$730-million in fiscal 1993, the re-The report stated that opposi-

tion to such cuts "stems from the nced to maintain a healthy university environment." If universitles do nut receive the full costs nf conducting research, "slow suid. The report added: "Leaving the rutes uncurred only provide incentives tu increuse overhead ut federal expense, resulting in

They concluded that the gov-

ernment is having an ever-hurder

time recruiting and keeping well-

qualified individuals. The aver-

age time it took the Bush Admin-

istration to fill key jobs was nine

months-up from six months for

the Reagan Administration, ac-

The report noted that members

of the panel, all of whom are

former Presidential appointees.

person finally nominated for a po-

sition was "the 10th, 20th, and

even the 30th name on n list of

port concluded, are conflict-of-

interest laws that limit which em-

ployers federal ufficials can work

for after they leave the guvern-

ment. The report suggested that

the laws be revised to focus on

restricting improper eunduct,

"rather than to ban employment

with particular empluyers per

Congress may seek addi-

tional cuts in federal pay-ments to universities for the

overhead costs of research as a

Courtney O. McAnull, assistant

vice-president for marketing and

University. He had opposed a full-

scale program because of concerns

about increasing the administrative

If Democrats and Republicans

reach final agreement to proceed

with the pilot project, that would

insure that some test of the direct-

loan concept will be included in the

final reauthorization hill that Rep-

burdens on colleges.

'Unsubsidized' Loans

student offairs at Eastern Michigan

-COLLEEN COROES

The biggest problems, the re-

cording to the report.

desirable candidates "

subsidized because the govern ment would not pay the interest while the harrower was in callege

affordable for many stude

Lawmukers said they could not af-

ford to increase the limits because

they had to pay for the direct-los

project and the new unsubsidized

The Senate bill would raise State

ford loan limits to \$3,000 for fresh

men, \$3,500 for sophomores

\$5,500 for other undergraduste

and \$9,000 for graduate students.

Grants and loans were amor

many changes that Democrats and

Republicans agreed to in the com

promise legislation, which will be

substitute for the reauthorization

bill the education committee

The provisions regarding Pel

ford loans.

Uniter the House bill, the loan limits for the direct-loan program. Stafford program, and the unsu dized Stafford program would remain at the current Stufford levels \$2,625 a year for freshmen and sonhomores, \$4,000 for other m-

dergruduates, and \$7,500 for gradunte students. Student lenders and college off cials contended that holding th Under the rules, the commission limits level would make college un-

er whether a program is offered n neighboring state that is a number of the Midwestern Higher Education Commission The comnission plans to develop reciprociyagreements so that students will be allawed to pay in-state tuition

MARY CRYSTAL CAGE

has cut sharply the number of partial tuition waivers it will front to students from other

STATE NOTES

am operated by the Western

non-resident students to attend

state institutions at a reduced tu-

ition rate. Students pay 11/2 times

resident rate.

Untier that four-year-old agree- to Idaho's state institutions under

the in-state tuition rate. At the Uni-programs, The decision will not af-

600 the number of students coming

the program, or 492 fewer than are

currently enrolled, and to direct

that restrictions be placed on en-

rollments in crowded academic

- Faculty unions vote 'no confidence' in Mass. education chief
- Nebraska alms to reduce duplication at its public colleges
- Idaho's colleges to limit the number of out-of-state students
- Higher education seeks gains from Tennessse tax increase

hat they call a void in leader degraduate Exchange, a pro- nav about helf-chart. dergraduate Exchange, a pro- pay about half of the standard nonhip, faculty unions at public olleges in Massachmaetts are Interstate Commission for pusing votes of "no confi-Higher Education. ment, 12 Western states permit

The goal is "to call the public's ion to the fact that the system being gutted," snys David Lenn president of the faculty union a the University of Massachusetts ystem." It's fallen on the faculty's shoulders to defend these colleges. body else is doing it."

The unions are bitter over Gav. William F. Weld's proposed budgof for 1992-93. Governor Weld, a Republican, and Ms. Robertsun, is appointee, defend it, saying i milikeen state support at current leads and not make cuts. The fucdy members contend that is misleding because Mr. Weld is merey allowing institutions to keep mentheir tuition income, rather the providing state funds.

So far, unions nt eight cuttouse hat passed no-confidence results. lins. Union officials say they exextenapters at all 29 comprises to toss the resolution soun.

Mr. Robertson suys the union wits ignore the increased support for higher education she has belowed b generate. She says the union oders' real aim is to "ubtuin inmused funding for sulary wages fir their members.

Says Mr. Lenson in response "It's not greedy to try to get a pary alse when you haven't had even a cost-of-living increase in four ears." -COLDIE BLUMENSTYK

Nebraska'a Coordinating mission for Poatsecondory Education has adopted rules to reduce unnecessary duplico-tion of academic programs at the state's public colleges.

The action was the first major wicy enseted by the commission. hich was granted new powers in a eferendum in 1990 and by the leg-slature in 1991.

ill spprove new programs only if lty are central to the mission of Institution. Higher-education ficials also must demonstrate a need for the programs and must have adequate resources to sup-

The commission will also conoutside their home states for selected programs.

The Idaho Board of Educa-

feet students who are now en-more than half of the new money is

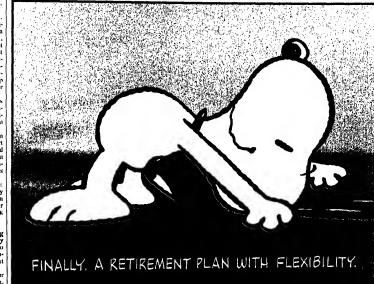
Board members said the deci-Sion had been prompted by the program's cost and by statistics showing that students from some status could attend Idaho colleges more cheaply than those in their home states, Paul Albright, a spykesman for wiche, said the commission had no problem with the Idaho decision because states were always expected to determine their own level of participation in the pro-The Idaho board voted to limit to -PETER MONAGHAN

> Tennessee Gov. Ned Ray McWherter, s Democrat, has new state revenues. Although

entusuked for public schools higher-education officials are lob bying to get a substantial portion of the remainder.

About \$230-million will be gen erated by a half-cent increase in the state sales tax. An additional \$70million will come from raising business fees and by charging lawyers. accountants, and other providers of professional services a \$200 an-

The Tennessee Higher Education Commission is trying to perstude lawmakers to pive colleges und universities about \$51-million in additional state support. Highereducation officials said that the adsigned a tax package that will ditional money was needed he-generate nearly \$300-million in cause of enrollment increases.



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inst Mr. Panetta's proposni. Meanwhile, students ond many ollege officials were disappointed that lawmakers had to delete the entitlement provision for Pell Grants. They argued that requiring Congress to allocate eaough mono make grants to all who quolified would allow students to anticlpnte the size of their grants beenuac

ndjusting the number and size of the grants to fit an appropriation.
Opponents argued that entitle ment statua would be too expensive and that increasing mandatory spending was unwisc when the budget deficit is expected to be

t would end the nanual practice of

\$400-billion this year. The entitlement idea is now dend on both sides of the Capitol, having been deleted from the Senate renu thorization bill before it was approved last month.

"I'm greatly disnppointed," said Robert L. Albright, president of Johnson C. Smith University, He criticized members of Congress who he said profess support for educntion, but do not want to pay for it. "I think they're talking in some dents.

Mr. Ford and proposed phasing out the fee over five years because ways out of both sides of their

Republicans Unhappy

Opposition to replacing the Stafford loan program with direct loans forced supporters of the idea to accompromise, the Secretary would select collogea to participate in the pilot project that in the previous year had a combined loan volume of \$500-million.

Congressional aides said the project could include as many as 400 colleges and trade schools, depending on the sizes of the institutions selected. Republicans were unhappy with the agreement because they said the annual cost would rise above \$500-million as the participating colleges enrolled

more students each year "It's so large that it's almost a phase-in," said Rep. E. Thomas Coleman, Republican of Missouri. He said he honed lawmakers could amend the pilot project before the

وبلا فيدران وقد المشهد الأن

Campaign to Guarantee Pell Grants to All Who Qualify Ends in Defeat Under the plan, students at participating institutions would no longer receive Stafford loans, supplemental loans, or parent loans. Government contractors would be

Opponents say the

entitlement would be too expensive and that

increasing mandatory spending was unwise in the face of the deficit.

responsible for collecting the direct

The terms of the loans would be the same as they are in the three guaranteed-loan programs. That means that a needy student would get the benefits of 8-per-cent interest and in-college Interest subsidies similar to those in the Stafford program, while a parent would receive the higher interest rate that is

charged on PLUS loans. College officials, who have been divided over the direct-loan idea, were generally pleased with the pi-

"We can see what the pitfalls are on a small scale, at least," said loans. The new loans would be un-

resentatives and Senators must develop in a conference committee The Senate has shown support for direct lending by attaching a pilot project to tax legislation. The legislation agreed to by Mr. Ford and Mr. Coleman, the rank-

ing Republican on the House Subcommittee on Postsecondary Education, would continue the Stafford, supplemental, and parent loans for institutions not in the pilot project and create "unsubsidized" Stafford loans for middle-income students.

The unsubsidized Stafford loans One change was the inclusion are an attempt to extend loan eligibility to middle- and upper-income students who are not needy enough to qualify for regular Stafford

a measure to re-establish accreditation os a requirement for institu tions that receive student aid -THOMAS J. OLLOUGHE

States to Spend \$1.2-Billion on Student Aid

Continued From Page Al
their financial need. In 1991-92 the states expect to spend \$1.744-billion on such aid, a 4.1-per-cent increase over lust year. The expected increase is lower

than all but two of the actual yearly increases in the preceding decade Since expected increases are ulways higher than the actual ones. the report says "this year's actual growth rate may prove to he the lowest in the 23 years" the survey has been conducted.

This year about 1,416,000 undergraduates are expected to receive need-bused grants, un increase of 1.3 per ecnt over hist year.

Few Plen Big Increeses

The anumber of stutes making big Increuses in state aid is down. Only II expect to increase their needbased aid to undergraduates by at least 10 per cent; 26 expect to increase aid by up to 9 per cent. For the past nine years, an average of 18 states had increases of from 1 to 9 per cent, and nn average of 16 states had increeses of at least 10

Sixteen states expect to muke fewer nwards to undergraduates than they did last year, and six-Georgia, Hawail, Iowa, Massachusells, Missourl, and South Caroli--will award fewer dollars over all to their undergraduates. The setts, which is reducing its spending on grants by 48 per cent-to \$23.7-million from \$46-million

"Looks pretty dismal, doesn't it?" Jerry S. Davis says of the overall trends. Mr. Davis is vicepresident for research and policy analysis at the Pennsylvania Hlohor Education Assistance Agency, which prepares the association's annual report.

Even in states that are not reporting reductions, however, students and colleges are feeling the

In Illinois, for example, spending on undergraduate aid is up 0.6 per cent. But because the General Assembly ordered the student-aid commission to return \$10-million to the state treasury, grants for 95.000 students were reduced by an average of \$120 this semester from what students had been prom-

'Meny Saw a Reduction'

In New York, spending for undergraduate student aid is expectcd to increase 1.9 per cent-to \$436.6-million this year from \$428.3-million In 1990-91. But mnny students who expected tha planned increases in aid to help offset the rising costs of college were

'Many saw a reduction in terms of what they would have gotten," says Francis J. Hynes, vice-president for operations at the New York State Higher Education Services Corporation, which oversces aid programs.

some states where aid awards leave been cut, students were forced to make up the loss themselves. In other instances, colleges



Lynn O. Nichelson of Illinois Wesleyan U.: "We felt we would not meeting our responsibility if we told students, 'Sorry, all hats ere off.'

duced the number of grants they

Other states are toughening the

eligibility requirements for finan-

cial aid. Beginning in July, Minnc-

sota will require people to enroll

for a minimum of 15 credits, rather

than 12, to be eligible for nld as full-

time students. The state is also

raising the minimum course-lond

grants, and 15 said they had rethe lost grants. would have otherwise awarded.

"We fell we would not be meeting our responsibility if we told the students, 'Sorry, all bets are off,' saya Lynn G. Nichelson, director of financial aid at Illinois Weslevan University. His institution added about \$150,000 to its \$4.35-million financial-aid budget to assist 765 students who were affected.

Nationally, about 52 per cent of all the money spent on need-based programs for undergraduates will go to those attending private colleges, the report says.

Effect on Approprietions

For residents attending private colleges in their home state, the average award is expected to reach \$1,890, up 21 per cent from five years ago. The average award for a public-college student is expected to be \$915 this year, a 26.7-per-cent increase over the past five years. For students attending private colleges outside their home states, the average award is expected to have shrunk over the past five years by more than 14 per cent, to \$701.

The survey also touched on haw states' fiscal difficulties were affecting appropriations for financial

Seventean states said their approprietions had been cut and another eight said their finsneing remained the same as in 1990-91,

In some cases, the cuts did not cause states to reduce their financlal-ald spending because they were able to draw on other sources, such as leftover funds from the previous year or a share of tuition Increases. States responded to cuts in a variety of ways: Six said they had cut the amount of their maximum award, nine sald their maximum awars, their maximum awars, they had reduced the amounts of all

requirements for eligibility for par-

Twenty-nine states provide sume undergraduate-student aid that is not based on financial need, but typically is awarded for neademic merit or to persons who promise to enter certain profesons. The amount provided for that estegory of aid is expected to increase by only 2.1 per cent nver 1990-91, or about \$207-million dollars. That small increase appears to signal a shift in direction for states. In recent years the repurt has noted that spending for grants not based on need had been increasing at a much faster rate than spending for need-based aid. Last year's repurt, in fact, cited a 14.1-per-cent annual increase for sid not based on need.

Special 'Cetegories'

For that category, the survey found that states expected to inerease the financing for such programs as ment scholarships and aid for students oursuing particular careers, but to decrease slightly the nmount they spend on grants designed to reduce students' costs of attending private colleges. "It may be casier for states to secure proeram funding for special 'entegories' of students than for students in general during periods of fiscal difficulties," the report says.

Only 21 states provide needbased aid for graduate- and professional-school students. This year hose states ere expected to provide just over \$30-million in aid to 25,470 students. While the dollar amount is a 6.9-ner-cent increase over the spending in 1990-91, the number of students receiving such aid will increase by only 296.

Copies of the report are available for \$5 from the Division of Research and Policy Analysis at the Pennsylvanin Higher Education Assistance Agency, 660 Bons Street, Towne House, Harrishurg. Pa. 17102-1398.

Government & Politica

States Wrestle With Proposals for Higher Tuition

A growing number of higher-education theorists want states to increase tuition substantially at pub lic colleges and to use most of the additional money to expand financial-aid programs. But Iswmakers who proposed that approach this year in Minnesota and Washington State found that they could not sell it to enough legislators, students, or university officials.

Supporters of the "high tuition high eid" approach say that it insures that tax subsidies for higher education are directed through financial aid to students who are the most needy, rather than to middleand upper-income students who benefit by attending public colleges that use state subsidies to keep tuition rates low.

Students in Minaesote and Washington State objected to the tuition increases, and nublic-college officials questioned whether student aid should be the top prior ty for the money generated by high er tuition-particularly if some of the funds go to students at private colleges.

Some 'Urgency' Removed

The debates this year were also affected by tight state budgets. One of the sponsors of the measure in Washington, State Rep. Ken Jacobsen, said it wasn't philosophy but the state's budget problem that had allowed his bill to progress as far as it did. The measure pass the House of Representatives 96th 0 but died in the Senate when the Legislature adjourned this month.

When hudget officials revised their estimates and determined (state did not have as large a deficit as projected, "that took some of

FACT FILE: State Support for Student Ald, 1991-92

	1190.01	1901-02	Per cent change	1	1990-51	1991-55	Per cent
leberne	\$9,085,000	\$8,300,000	-8.6%	Nobrasko	\$2,192,000	\$2,362,000	+7.3%
lanko	2,878,000	2.680,000	+2,1	Nevede	365,000	377,000	+33 -
(izone	3,835,000	3,528,000	-0.2	New Hampshire	776,000	650,000	+98
ricenstes	4,640,000	7,661,000	+69.2	New Jeresy	95,482,000	119,386,000	+23.7
elliomia:	164 398 000 -	-169,205,000	+29	New Mexico	10.866,000	11,855,000	+91
olorado	22,769,000	24,280,000	+6.6	New York	460,133,000	463,158,000	+0.6
onneotious .	20,780,000	20,667,000	-0,6	North Caroline	28,386,000	26.137,000	-0.9
elaware	1,460,000	1,507,000	+3.2	North Oakota	1,469,000	1.924,000	+31.0
District of	The same age	أرورة في الأمورية		Ohlo	61,276,000	66,666,000	+8.4
loride -	974,000	7,010,000	+3.7	Oklehoma	16,105,000	16,270,000	+13.4
Seorgia	63,211,000		+ 18.0	Oregon	11,809.000	11,652,000	+0.4
invest 22	20,538,000 612,000	20,385,000	-0.7	Pennsylvenie	142,897,000	159,181,000	+11.4
deho	7.25,000	661,000		Rhode tslend	9,638,000	9,137,000	-5.2
Umolie	201,689,000	769,000	+4.7	South Caroline	17,901,000	16,966,000	-6,2
ndiena	47,675,000	205,831,000		South Dekote	556,000	570,000	+2.5
OWE	36,437,000			Tonnassee	13,768.000	13,416,000	-26
Carrena	8.491.000	35,502,000	-	Texas	26,674,000	29,755,000	+11.0
Kentucky	19.886.000	8,884,000	+14	Uteh	2,397,000	2,438,000	+1.7
Louisiana	4,459,000	21,075,000		Vermont .	10,333,000	11,292,000	+93
Maline	4,802,000	5,414,000	121.4	Virginie	28,458,000	26.520,000	+4.5
Maryland	21,282,000		+6.0	Washington	21,095,000	23,493.000	+113
Massachusetti	46,000,000	22,101,000		West Virginia	6,659,000	6,805,000	+4.4
Michigan		28,748,000	-	Wisconsin	42,933,000	43,776,000	+20
Minnerota	74,789,000	81,677,000	-	Wyoming	212,000	220,000	
Mastaripoi	74,668,000	77,678,000	**********	Puerto Rico	17,898,000	17,898,000	0.0
Missouri	1,177,000	1,248,000		Total	\$1,918,739,000	\$1,993,944,000	+5.9%
Morkeria	19,628,000 883,000	19,640,000				ATIONAL ASSOCIATIO	e of states

the organicy out of the issue," Mr. heabsen said. Under Mr. Jacobsen's proposal,

the share of operating costs covned by student tuition would have scressed between 20 and 25 per col, depending on the institution. Subjection state residents pay 0.08 in undergraduate tuition at te two major state universities 49 696 at the regional universiic. (The actional average mittun fers four-year public college this er is \$2,137.)

Rudenia Oppase a Measure

About \$17.4-million of the \$25miles raised by the increase merial aid. The bill ulso would bye expanded eligibility for aid so had more students from middle-inomeramines—in this case with inones up to \$49,000—could re-

Student groups opposed the musure, organizing petition drives ad letter-writing campingns in addion to testifying ugainst it at leg-

"I it's inevitable, then

the state should

have a aystem"

to deal with It.

"Let's have the life

rafts ready to go."

kaint by a lack of support from depublic universities, particularly he University of Washington

They opposed it, he said, because the new revenue "wasn't guing to be money controlled by the

Robert O. Edic, director of guy trament relations at the University d Washington, disputed that inter-petation. State-university officials were concerned, he said, because much of the new aid would have some to students ut privute cul-

The institutions' leaders adso be lieved there were other needs, such as salaries and equipment, that the state shauld have supported We're not willing to say all new noney in higher education should to into financial aid," Mr. Edic

High Tuition Is 'Inevitable'

Mr. Jacobsen said he might intodace the measure ugain next year, not only because he believes the high-unition, high-aid approach a proper, but because high tuition, a least, is laevitable. Budget presares on states will make it so, he

"Il it's inevitable, then the state should have a system" to deal with it. Mr. Jacobsen said. "Let's have the Me milts ready tu go." The financial-aid proposal de-biled in Minnesota would have that the his sould would have

tiken the high-tuition, high-sid noion even further. Introduced with he backing of the state's Private College Council, it called for doualing tuition at public colleges and the new money for financial aid for students at public and privicinstitutions. Students now pay methird of instructional costs trough tuition end the state picks ip the other two-thirds; the legisla-

tion would reverse that. Public-college tuitinn averages about \$1,800 in Minnesota.

60.tk)0.

"We're subsidizing rich kids" tuition," said State Rep. Mike Jaros, a sponsor of the bill. Now about 8 per cent of the state's higher-education budget gues to student sid. Under the hill, 45 per cent would go to student aid, and the number strulents receiving assistance from the state would more than would increase far more dramati-cally, to \$233-million from about double, to 130,000 from about \$35-million

The legislation is still technically nlive, but it is unlikely to be voted upon because it was not passed out of a committee befure the Legislature's dendline for bills to reach the bring people around to it."

Some critics of the bill said they opposed it because it would use mental changes can be cantrover-

public-college tuition to make still-especially if they cost monmore money available to private- ey. college students. Brian J. Zucker,

vice-president for research at the private-college council, said it was true that the amount of muney going to private-college students would incresse under the plan—to \$54-million from shout \$34-million. But he said the amount of money svailable to public-college students

Mr. Zucker said the newness of the idea, not hostility to private eulleges, explsined the resistance.

This is a very fundamental kind of shift," he suid. "It takes time to

Even proposals without funda-

That might he the only thing to stand in the way of the proposed changes in Kansas, where a committee of college officials has recommended that the state merge its several financial-aid and scholarship programs into a single grant program for undergraduates by 1996-97.

"That's the major void in Kansas," said B. James Dawson, vicepresident for student affairs at Fort Hays State University and chairmm of the committee

New Eligibility Criteria

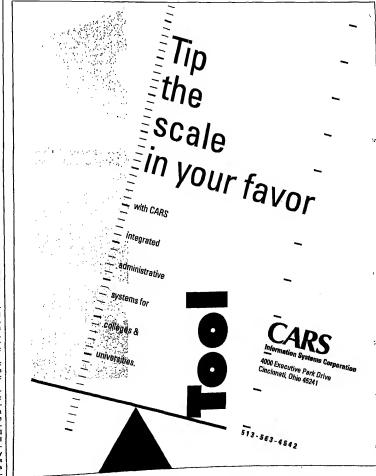
The state now uperates a needbased grant program for students at private colleges and a need-based scholarship program pegged to a

student's American College Testng pragram scores

The new grant program would replace those, and also would use different eligibility criteria, because of concerns that the standardized test is biased ugainst minonty students.

The new program would be open to any student who had completed an approved college-preparatory curriculum.

'There's no resistance, conceptually, to what we're doing." Mr. Dawson suid. But he added that was the case perhaps because there have been few estimates yet of what the program would require in additional money. Once those figures are known, he said, there could be opposition from the Legislature. —GOLOIE BLUMENSTYK





Business & Philanthropy

Faculty Panel Asks Yale to Reconsider Scope of Its Restructuring Plan

A group of foculty members has recommended that Yile University versity, they say, could face financial problems for several years. scale back a proposed 10.7-percent cut in academic departments and fuculty positions and called on the administration to find other ways to close the university's big

budget gap.

The group was torsied last month in response to faculty concerns about the university's "restructuring" committee. In Januory that cummittee issued a series of drustic and controversial reconsmendations, including the climination of two departments, to deal with the budget deficit and Yale's deteriorating physical plant.

millee. The foculty members also suggested that the oniversity re-exnmine the faculty cots in five years to see if the current financial pro-

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FeelilUes, For a renovation project: \$375, 000 to Doone College.

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the Committee of Toe to the Bush Intidetives"; \$345,100 over four years to U. of
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Ann I. Brown).

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15 action of the Corporation of the Corporation of Etzebeth arown Molloy Dowlfage.

Dowling.

Botumble University. For a professorship of statistics: 51-million from Howard Le-

Gifts & Bequests

The 10-member faculty group,

hended by Thomas J. Carew, a pro-

fessor of biology and psychology.

recommended some faculty cuts.

but they would amount to only 5

per cent over five years, compared

with the 10.7-per-cent cut recom-

mended by the restructuring com-

that the university reduce the scope of its 10-year building-repuir Administraturs say the deficit is campaign. Some estimates place ns high us \$15-million on its \$800- the total amount of deferred main-

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CHRISTIAN A. JOHNSON ENDEAVOR POUNDATION

Shoulty. Por a faculty-development pro-gram for younger faculty member: \$125,000 challenge grant to Washingto

tenance on Yale's campus at \$1billion. The university expects to spend \$100-million a year repairing its buildings, with money raised in a \$1 \$-billion capital campuign scheduled to open this spring.

The faculty group said the uni-versity could extend the renovation work on Yale's buildings over 30 years instead of 10, as recommended by the restructuring committee. In addition, the group said the university could spend more of

"There is no magic solution." said Mr. Carew, "Neither we nor unybody else thinks that."

Widespread Fear and Anger

jections had held true.

The committee also suggested The report of the restructuring committee prompted widespread fear and anger among Yule's fucully members, many ni whom criticized the substance of the recommendutions us well as the manner in which the committee identified the departments slated for cuts. They say committee members in nored important information their deliberations about the depuriments.

The recommendations of the restructuring committee included eliminating the departments of linmistics and operations research. cutting 114 of 1,067 "Junior faculty equivalent" positions, and reduc ing graduate-student enrollment.

The restructuring committee, orgunized and headed by Provosi Frank Turner, also recommended cutting the Institution for Social and Policy Studies and cutting the sociology department and merging

Brykt.

Brykt.

Hinstities. For a study of correlates of ocudemic success and foiture in minoritygroup adudents: \$200, 100 over two years
to Cornett U. project directors: Lyen
Okngakl and Edmund W. Gordont. 'A Lot More Light' Dalitorela State University at Fresco. Por the nethod of cogineering: equipment val-ued at \$820,000 from Digital Equipment Corporation.

The final report of the restructuring committee, including comments from the recently formed foculty group, is expected to go to the Yale Corporation next month, Some foculty members say they hope that drastic cuts in programs may be avoided.

"My sense is that there is a lot more light and a lot less heat," said Mr. Carew. "The faculty is aware statistics: Si-sallion from Howerd Le-berton college, For the senial commissi-Si-de-million from the casts of Maries Speldel. Maries of Maries Speldel. Maries of Maries Speldel. Maries of Maries of Maries Speldel. Maries of Maries of Maries General Studies SIGLOO from Johnson. A. Johnson Family of Commiss. Maries of Maries of Maries of Maries of Maries Johnson Family of Commission. Maries of Maries of Maries of Maries Speldel Maries of Maries of Maries of Maries University of Maries of Maries Speldel J. Solicia from Charles E. Twenty. that feedback matters, and the administration is responsive. That nakes a big difference."

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Business School Is Given \$8.75-Million

SESKELEY CAL The husiness school at the University of California here has received \$8.75-million toward the cost of a new building from a local family with longtime ties to the school. The gift, from the family of

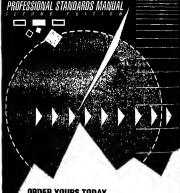
the late Walter A. Haos, Sr., of San Francisco, came from four fomily foundations. It followed the family's \$15-million donation to the school in 1989-a gift also designated for a new facility. University officials say the Haas fomily's total contribution of \$23,75-million is the largest

ever to the Berkeley campus. Over the years, the family has supported various programs for etudents and faculty members on the Berkeley campos and at ite Haas School of Business

which was named for Mr. Hass in 1989. A 1910 graduate of the business school, Mr. Hans was president of the San Franciscobased apparel manufacturer Levi Strauss & Company from 1928 to 1955. He later served on the business school'e advisory

\$40-Million Thus Far

With the Haos fomily's donetion, the business school has collected about \$40-million in gifts and pledges for its \$45-million capital campaign. Regun in 1988, the campaign seeks to cover the cost of a new com plex to house, under one met the school's library, research centers, computer laboratories classrooms, and faculty offices. -JULIE L. NICKLII



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Mote

five women have reported hat they were raped and three sheathey said they were there have said they were computes of Rutgers University within the past month. Seven of the women were Rugers students. University dicials have increased compus alice patrols. They also pravide ling for rape victims 24 hours a day through the Denn of tendents office and through omselors at campus police offices. Sofar, two men-one of them a Sugers student—have been urrested fir into separate attacks. The Ruters student was charged with ape: the other man, with criminal end contact. Four incidents are sil under investigation. In the graining two incidents, the women have not pressed charges. In both hey knew the man who they said raped them.

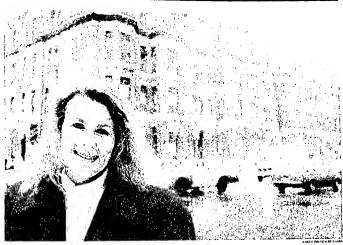
Kenneth Anger la not a husehold name like Oliver Stone or Spike Lec. But far students interested in Apendent and experimental film khe, the uvant-enrile director of Kasa Kar Kummunustans is a spirdraw and cult celebrity. Strenteen film-making students # the University of lown piled into sans and drove eight hours to Mr. Anger and other film makers Sichigan to nearly the 310 to

The students attended orkshops on censurship, computer infination, and various illimprinting techniques. And, in Inte-right "film jones" held in the back d sempus ber they showed their one work—with titles like Heavy Water Metabelism and Suot my-to an oudience of liles ers and film professors. Mary Slaughter, a secund-year master's degree student, said she had ten inspired by independent film makers. "These people have a lot of fortitude," she said. "They've had to scramble for funding and jobs. id they've persevered."

Wheo a group of students from Oregon State University are distracted from their studies late at olght, it's often by the sound of a siren letting them know that it's time for them to go fight enother fire. Eighleen students at the versity are enjoying free rent this year in exchange for serving as unteer firefighters in Corvallis.

The students say they like the rangement because the fire house close to the campus. Says Adam Rutherford, a homore majoring in engineering: li's a very enjoyoble living the children and they do More serious about what they do then they are in the dorms."

Students



Lynn Harvey, a lunior at Rocazvalt U., dasignad a major in architectural reconstruction: "If you have a goal, than you should be allowed to shape it."

Students Who Design Own Majors Are Often at the Cutting Edge

By SUSAN DODGE Frum ecological technology to exercise science, students across the country are custom-designing their courses of study and creating unjoys that allow them to combine aften-eclectic neadentle interests with career guals.

Individualized majors, as they are called on many enmposes, have existed for years hi salisfy students white do not find a niche in any of a callege's traditional depart-

In many cases, the students' creations

have made o lasting impact on higher eduention. Consistent demand for such majora os women'e studies, comparative literature, urban studies, computer science, and environmental studies has led institutions to develop formal academic programs in

"Students have porticular areas of interest that often turn out to be on the cutting edge of areas that are going to be signifiennt," says Edith Swnn, associate deun for student academic affairs at Oberlin College. "Sometimes they leud us into corricular areas that we may not have otherwise

About 10% Choose the Option

At Oberlin, obout 30 juniors and seniors currently are working on self-designed mujors. Although institutions do not place u cap on the number of students who can toilor their own, typically only obout 10 per cent of the undergraduales at most college and universities choose to do sn.

On the compuses this year, students Continued on Following Page



Edith Swan, associate dean for academic affairs at Obstlin: "Students have particular areas of Little Twen, associate uses to a second state of the second state

Students Who Design Own Majors Are Often at the Cutting Edge

the familiar, such as screenwriting and sports medicine, to the exoteric, such as "Documentary Film and Native American Stratics" and "Original Performance: a Synthesis of Modern Jazz and Theater." Although such majors may appear and had taken out \$26,000 in loans. unitow, faculty members insist that the specialized topics allow for a hmad-based education.

Says David Camphell, a professor in "nations and the global environment" at Grinnell College; The individualized major cmhraces the very concept of a liberul-arts education by allowing students with eclectic interests to design an education which would otherwise be unividiable."

Comporative Communism

For example, Marnie Both Ulkins, a senior at Grinnell, aspires to a career dealing with foreign pollcy, but she did not want a trudition il neudemie mijor such as history or political science. Instead, she designed a major tailored to fit her interests and called it "Cumparative Communism: China and Rus sin " My. Ulking has taken courses in Grinnell's language, politicalscience, and history departments.

"I'm not interested in all of politicol science ur all of history," Ms. Ulkins says. "I am curious about why these two great powerswhich are so different historically ond culturally-both turned to

Sume students suy they have

Conthuned From Page Al

from different backgrounds

Peter D. Hart Research Asso-

ciates, which conducted the survey

for People for the American Way,

niso did one-on-one interviews

with some of the survey partiel-

pants. The results were enmpiled

in a report, "Democracy's Next

Generation II." which was re-

leused at last week's press confer

ence. An enrier report, on a survey

abaut citizenship issues, was la-

The report's authors maintnined

that their study showed that politi-

cinns and been successful in influ-

encing the public's views on af-

Ilroutive notion. The authors not-

ell that more young people

oppased giving minority candi-dates "special preference" for col-

lege admission and jobs than op-

posed giving "special consider-

cial consideration, many of them

will say. 'Yes we ought to lend a helping hand,' "said David Crane,

vice-president of People for the

American Way "When you shift

to preference, the tide turns. There

fuir The rhetoric we've been hear-

ing from politiciuns about quotas

perception among whites that they

are being discriminated against."

feeling that preferences are not

exploited fears and creoted a

When you ask youth about spe-

Influence of Politicions

sued in 1989.

Continued From Preceding Page have designed majors tanging from higher education has become too expensive for them to spend their time studying subjects that don't interest them or that don't apply to their career goals. Says Stact Haines, who graduated from Oberlin in 1991; "I was on financial aid so I needed to get everything out of my major that I could."

Ms. Haines designed "Social Paradigms: Change and the Envi-ronment," which incorporated courses in sociology, environmental studies, women's studies, and anthropology. She examined ways in which surious civilizations dealt with environmental and social problems and investigated ways to promote social change and im-

Returning adult students also say they appreciate individualized majors because they can zero in un subjects in which they are already

Architectural Reconstruction

Lynn Hurvey, a computer spe-cialist for the Rnilroad Retirement Board in Chicago, returned to college part time in 1989 in hones of beginning a new career. She wants to use computer-assisted design and luser technology to develop Curoling homes and buildings that were built in the carly 1800's and have nince been destroyed.

Ms. Harvey, now a junior at

Fifty-one per cent of the whites history and culture of vorious

America's Young People Pessimistic About Race Relations

said they were opposed to colleges'

giving special consideration to mi-nority students, and 65 per cent op-

posed special consideration for mi-

nority job applicants. But when the

word "preference" was sabstitut-

ed for "consideration," 64 per cent

of the whites said they opposed

such approaches in education and

78 per cent opposed auch efforts in

Blacks and Hispanies, however.

still felt such efforts were needed to

Seventy-four per cent of the blacks

and 57 per cent of the Hispanies

supported special consideration for

minority applicants in college ad-

mission. Further, 60 per cent of the

blacks and 43 per cent of the His-

pnnies sald employers should give

special consideration to minority

As with whites, support dropped

when the word "preference" was

Pifty-two per cent of the blacks

snid colleges should give special

preference to minority enrididates.

and 40 per cent said employers

should give special preference to

When asked what could be done

to help solve the nation's racial

problems, 37 per cent of the young

more scholarships to minority sta-

ing students in take classes in the 20036

dents would "help a great deal."

people questioned said that giving

substituted for "consideration."

job applicants.

compensate for discrimination

she could design her own major in architectural reconstruction, in-cluding courses in computer technology, architecture, and history. "If you have a goul, then you should be allowed to shape it," she

Colleges and oniversities often place mare-stringent academic re-quirements on students who are designing their own majors to insure that they take core courses in a variety of subjects. Many also require such students to complete a senior project or thesis, even if students in traditional majors are no required to da so.

Senior Project Required

At Indiana University, for example, students in the Individualized Mujor Pragram who are focusing on areas in the urts and sciences must complete core requirements in natural sciences, arts and homunities, and social sciences, us well as finish a senior project.

Euch student with a self-designed major has two ficulty sponsors who approve his or her ucudemic schedule each semester. At Indiana University, undergraduutes with traditional academic mujors are not required to complete a scalor project and have only one faculty adviser.

On other cumpuses, students who want to design their own majors must appear before committees of faculty members and udministrators who question them in detail about their plans. Students at the University of Messechusetts at Amherst must submit a 6- to 10page proposal outlining their course of study and write popers at the end of each term detailing their

groups would help. Only 32 per

cent of the students said that pun-

ishing students who used racial

slurs would help solve society's 12-

The survey did find press in

which white and minority respon-

dents agreed and other areas that

showed race relations could im-

prove. The authors found that o

majority of the young people inter-

family end said that education

the keys to success.

While :

hard work, and n fair chance were

In addition, 55 per cent of those

surveyed said they believed race

relations were "getting better."

More than 70 per cent said "they

with a person of another race

nost of the young people in-

had a close personni relationship

terviewed sald they thought the

racial integration was n "very im-

portant" goal for the nation, more

lack and Hispanic youth believed

But the authors also found that

many young people "still cling to stereotypes, oil the while maintain-

ing personal friendships that fly in

Copies of the report are available for \$11.95 each from People for the

American Way, 2000 M Street.

N.W., Suite 400. Washington

the face of those stereotypes.

it was a significant goal than did

viewed believed in the value of the

What They're Reading on College Campuses

Life's Little Instruction Book, by H. Jeckson Brown, Jr. CONTRACTOR OF THE PARTY OF THE

2. The Firm, by John Grisham

Lik's Little astruction Book

3. Fried Green Tometoes at the Whiatte Stop Cafe. by Fennie Flegg

4. The Prince of Tides, by Pet Conroy

5. You Just Don't Understand, by Deborah Tennen 6. Heertbeat, by Danielle Steel

7. Weyne's World, by Mike Myere and Rubin Ruzan

8. The Sevan Habits of Highly Effective People, by Stephen R. Covey

9. Revolution From Within, by Glorie Steinem

10 Disnay's Results and the Beast

The Christics's lies or to seal-seizing cooks was complied from information supplied by stores saring the Brown Information supplied by stores saring the Brown III.

Case Western Reserve III. Cantral Michard III. Seal of the State III. Cantral Michard III. Cantral Michard III. Cantral III.

Stenford U., State U. of New York at Ba-lato, Tritine U., U. of Carliemia at San Part State U. of Carliemia at San Decorate Carlieria U. of Sieves at the State Carlieria Carlieria Carlieria of Missouri at Columbia, U. of New at Lincoln, U. of New Greinen, E. of Res-burgh, U. of Payint Sound, U. of Souther Carlierias, U. of Carses at Acadis, U. d'Wo-consin at Medican, U. of Wacayang KU. State U. of Carlieria Carlieria Carlieria State U. of Viscon Carlieria Carlieria State U. of Viscon Carlieria Carlieria State U. of Viscon Carlieria Reports covered seles of hardows and pepartneck trade books in February.

write a senior research paper related to their major and o senior summary and abstract reflecting on their studies. Their schedules are monitored by two fucitly advisers and a supervisor in the university's individualized-major program.

Some higher-education officials sey that the students who design their own seademic majors often are so interested that they study harder and earn better grades than was thrilled when she learned that progress. They are required to people in traditional majors. Susan

Muclula, coordinator of the Rock clnr's Degree With Individual Concentration Program at Ambera says that about 60 of the 150 sudents who have designed their ow mujors are on the dem's list and have grade-point averages of 3.50

"Students who are attracted to the progrum are more motivated thun if they were following a prescribed puth, so they generally b

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Side. lines

Another basketball couch and Valvano bas had o run-in with scademic administratorn at

this time the coach is Bob Wheno, younger brother of Jim, shoresigned under pressure at North Carolina State University anid investigations into rute and investigations with reac braking and academic abuses in

Bob Valvano was fired this nouth as men's basketball coach at Cubolic University of America after college officials complained the his "coaching and uthletic philosophy is not consistent with that of this university."

in a letter that the coach retensed abeat reporters, the university said was dismissing Mr. Valvono for time reasons: He used "vulgar and abusive language," he let several players who were of legal drinking age buy beer after the team's fire victory in 1989, and he gave his players tampons after a kass last year to suggest that the team was

yer to suggest that the ream why performing like girls. The players railied to the couch's site. They called the incidents induor and urged Catholic to reconsider

Mr. Valveno himself suid he apated some of his actions, and he priorized for them. But he noted fut most of the episodes had taken pice long ogo, and said university officials had not mentioned them to in before. Mr. Valvano promised fight to keep his job. University officials declined to

mment last week. But after n Ceting with Mr. Valvanto and Iris wyer, the university suhl it would ider his diamicant A decision is expected this week.

The U.S. Justice Department bastold the University of Nevada at Las Vegas that it is not intestigating charges of paint shaving by carrent or former

In a letter to Carolyn Sparks. chirwoman of the University of Nevada Board of Regents, John C. Reney, a deputy assistant attorney general in the Justice Department's riminal division, said it had never arted an investigation and had no Plus for one.
A published report last month
that federal law-enforcement

dicials were investigating the possibility that unity players had shaved points sparked the lotest build of controversy at the lottest. sketball coach, Jerry Torkanian, to ly to rescind the resignation that he he resemu the resignation track and ashinited. Mr. Tarkanian vowed to defend his name and the reputation of his players.

Meanwhile, San Diego State

University than Track and Tarkanian vowed to the players. Inversity hired Tony Fuller, an existent coach at the University of difornia at Los Angeles, as its Bea's basketball coach, ending speculation that Mr. Turkanion might because that Mr. Turkanion migns be offered the job. Mr. Turkanian's lop aide. Tim Organich, accepted a low with the Seattle Supersonics of the National Basketball Association

Athletics



The panel's William C. Friday: "Change is being brought shout by the



Richard D. Schultz, head of the NCAA: The survey's result tells college officiate "that what they're doing is making a difference."

Knight Panel Praises Sports-Reform Movement but Sees 'a Long and Hazardous Road' Ahead

The movement to reform college sports has made significant progress in the post vent but faces "n long and hazordous road" nhead, the Knight Foundation Com mission on Intercollegiate Athletics said

last week The panel offered that conclusion in a follow-up to its much-heralded Murch 1991 bineprint for sports reform. In lust year's report, the Knight punci said that the system of big-time sports was out of control

and it made a series of recommendations designed to rein it in.

I set week the commission said it helleved college ufficiels had made a "solid start" toward addressing the problems that had enviced public confidence in sports programs and the colleges that sponsor

The punel also released a survey by LH Research conducted by Louis Horris, sug-

gesting that the reform efforts had diminished public concern about big-time sports. The survey found that 47 per cent of those questioned in February believed college sports were "out of control," com-

pared with 75 per cent is year ago.

The commission credited lenders of the National Collegiate Athletic Association, including its executive director, Richard D. Schultz, and its presidents' commission, with winning approval of tougher ac-

Advocates of Women's Sports Vow to Keep Equity Issue at Center Stage

By DOUGLAS LEDERMAN

NEW YORK Seeking to capitalize on a growing awareness of their cruse, advocates for women's sports called last week for a national compaign of litigation and lobbying to force colleges to comply with laws harring sex discrimination.

A punel of sports officials, lawyers, and other advocates gathered in a press conference here to tell college administrators: Comply with the law now, or we'll see you in court later.

"It's time to send a message to the old boys' network that they had better make room for women and girls," said Richard Lapchick, executive director of Northeastern University's Center for the Study of Sport in Society.

Lohbying Group Gets New Leader

The udvocates said that recent events and thrust the issue of gender equity to the forefront of the college-sports agenda for the first time in nearly 15 years. Those events included a Supreme Court decision lest month giving victims of sex discrimination the right to sue for damages and the release of a National Collegiate Athletic Association study that they said demonstrated the unequal treatment of men's and women's sports programs.

They gathered here last week for what they viewed as the latest event in that series: the announcement that one of the most respected (and, in some quarters, feered) femsle administrators in intercollegiate sports was leaving the college ranks to lead a national lobbying group.

Ironically, the press conference introducing Donna A. Lopiano. director of women's athletics at the University of Texas at Austin,



Donns A. Lopiano of U. of Taxaa at Austin: "Coli: complecent with the lack of anforcament of the law."



Advocates for Women's Sports Vow to Keep Equity Issue at Center Stage

Continued From Preceding Page en's Sports Fuundation touk place in a bastion of the male-dominated sports world, the Heisman frophy Room of New York's Downtown In the same room where college

Enotball's most coveted award is hestowed each year-the walls are lined with pictures of men's men like Glenn Davis, Paul Horning, and Roger Stanbach-advocates for women's athletics criticized the huge sums of money spent on the spurt and plotted a strategy for elping women tu get n larger share of that money.

"With the NCAA study, we now have proof of massive, bintant, and wholesule viulation of Title IX at virtually every institution," suid Arthur Bryant, a luwyer whose. gup, Trial Lawyers for Public Justice, has represented female athletes fighting to keep their teams from being dropped by their colleges. "We have to let schouls know that if they won't comply with the law voluntarily, we'll try to force them to do it whether they

'Threat Never Materialized'

Ms. Lopiano, a former professional softball star who built one of the country's top women's sports programs at Texas and is viewed athletics officials of both sexes as a dynamic advocate for women, said the women's-sporta movewent needed a new approach because the Education Department's Office for Civil Rights, which is rensible for enforcing Title IX, had done little since the late 1970's

"During the first four or five years of Title 1X, there was n threat of oca 's really coming down heavi-

Ethnicity

planu said. That threat never ma-terialized. Colleges have grown complacent with the lack of enfurcement of the law, and they have nut continued to try to make

NCAA Study Cited

As proof of the lack of progress and others cited the NCAA study on gender equity, which showed that female athletes got fewer than a third of the athletic opportunities and athletic schularships and less than a quarter of the money spent on sports over all (The Chronicle, March 18).

Michael L. Williams, Assistant Secretary of Education for civil rights, said in an interview last week that he wauld not comment on the office's perfurmance before he tuok over in July 1990. But since then, he insisted, oca has redesigned its Title IX manual, initiated compliance reviews at several colleges, and drafted a letter warning college presidents not to violate 'l'itle IX when they cut sports teams. That letter, which was circulated to aelected college officials last month, will be sent to presidents ahortly (The Chronicle, February

"All uf those suggest and evidence that we are becoming the kind of enforcement agency in this area, and others, that we want to be and that the public wants us to be." said Mr. Williams.

Signs of Movement

VIDEOS

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Opravlew Create) Opuschese Officen CAY OVHS OBETA

Although most af the panelists agreed that the civil-rights office had begun to show signs of movement on Title IX (Ellen Vargyas senior counsel for the National Women's Law Center, said oca had "finally moved out of its en-

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be counted on to enfarce the law alone, they said.

enforcement has tended to depend instead an a patchwork campaign aimed at individual institutions. Mr. Bryant, far instance, helped

athletes at the Universities of Oklnhome and New Hampshire and the College af William and Mary to win reinstatement of their teams by threatening a lawsuit. While he plans to continue that strategy-he is now talking to athletes at Brown and Northeastern Universitiesmore coardinated effort is needed, Mr. Bryant said.

He and others here proposed a "national, coordinated legal strategy" to pressure the NCAA, the civilnghts office, and individual colleges to come into compliance.

The civil-nights affice, they said, should begin a much mare active cnforcement campaign, like the one it pursued when Title IX was established in 1972. Peggy Kellers, executive director of the National Association of Girls and Women in group of collegea.

the loss of federal funds," Ms. La- forcement black hole"] it cannot Sports, said the Education Department should require colleges to meet certain stundards by certain In the last two or three years, dates, and then conduct regular compliance reviews to insure that they were meeting the require-

Proposal by Big Ten

A similar strategy must be pursued at the NCAA level, Ms. Lopiano and others argued. Truc campliance with Title IX is impossible in collegiate athletics without a meaningful distribution of already existing money, she said. Most sports programs are already short on eash, and new opportunities for women are most likely to come at the expense of the costly football and men's basketball pro-

Individual colleges cannot make major, unilateral cutbacks in those sports without damaging their competitiveness; hence major cutbacks, such as in the number of football players and scholarships, she said, can be achieved only by a

One possible model for the NCAA can be found in a proposal now un-Conference, which would require euch college to meet certain minimum requirements to remain a member. For instance, the proposal would require the proportion of female uthletes at each college to be at least 40 per cent of all intercolleginte athletes within five years, and to match the proportion of women in the student body with

John DiBinggio, president of Michigan State University and chairman of the Big Ten committee studying equity, said that if the league adopted such a proposal, it would probably promote a comparable plan in the NCAA as a whole

Ms. Lopiano has always argued that legal action should be a last resort, and she reiterated that position last week. But she fully endorsed the idea of n national cam paign that would include at least the threat of litigation.

"I hope the prospect of our putessary." she said. "But history shows things only happen when there's an outside impetus."

Knight Panel Praises Movement to Reform College Sports The members of the Knight pen

ademic requirements at last January's NCAA convention, and plotting a course that it hopes will produce other significant changes. Mr. Schultz, in turn, credited the panel for putting constructive pressure on the NCAA and helping to point the way to reform. The nanel noted that 10 of its 20 recommendation had been addressed in some way by the NCAA since Mnreh 1991.

"The message today is that change is being brought about by the people who are most intimatel involved in intercollegiate athlet ics," snid William C. Friday, coirman of the Knight panel and president emeritus of the Universi ty of North Carolina system. We're on our way "

The results of the Harris survey auggested that many Americans agree with Mr. Fridny's analysia. The 28-point drop in the percent age of people who believed aports were out of control auggested. Mr. Harria said, that "the impreasion is being made that something's being

"There's a feeling that the presidents have finally found the steel in their backbones to step up and take control," he added.

Mr. Schultz called the finding "music to my ears." He said would send a message to sports officials "that what they're doing is making a difference."

Certification Program

Despite its applause for what has been achieved thus far, the Knight Commission said a great deal still remained to be done. The Knight Foundation has agreed to keep the commission alive through next apring-al a cost of \$3-million.

The task immediately before the NCAA, the panel sald in its report, is the establishment of a certification program that will hold each college accountable for the academic, finoncial, and administrative conduct of its sports program. Such a program is expected to be consid-

which had by turning a new

Continued From Preceding Page ered at the annual meeting of the

NCAA next January.

Beyond that, the cummission said, the NCAA must find a way to deal with the escalating finnneial pressures on sports programs and specifically, with the lack of equity

between male and female athletes. More generally, the pancl said. the association must create a structure that insures the continued predominance of presidents, and pres-

"There's a feeling that the presidents have

finally found the steel in their backbones

to step up and take

idents themselves must stay committed to the reform movement over the long run. Chief executives must not give in to the "danger of despair." the panel's report said.

"The battle for reform cannot be won if it is waged in fits and starts;" the report said. "We urge our colleagues in the world of intercollegiate athletics to persevere. The short-term reward will be athletics programa free of academic abuse, financial irregularities, and the suspicion that 'the program defies academic control. But the long-term benefits will belong to student-athletes, and rightfully so. because their welfare is what col-

lege sport is all about." The results of the Harris survey auggest that the public is far from convinced that college officials cars clean up the mesa in college sports.

Seventy-three per cent of the survey respondents anid that rules violations in sports had under-mined the ethical image of collegea, and 43 per cent atill did not believe the colleges could aslve the problems on their own, without federal or atate legislation.

el suid they boned Congress and state legislatures would let the NCAA mid the colleges resolve their own problems.

'Erecting Roadblocks'

"We ask our friends in the world uf public policy and legislation to stand aside while college and un versity leaders complete the job," the repurt said. "Academic and athletic administrators are demo strating they can meet the chillenge. Attempted legislative reme dies, even when well intentioned can only cumplicate their task by creeting roadblocks on the road to

Rcp. Tom McMillen, a Marylan Democrat who is a member of the Knight Commission, disagreed with the panel on that point.

He said Congressional prodding ad consistently resulted in mean ingful changes in college sports. citing the passage of Title IX of the cation Amendments of 1972, which requires sex equity at institutions receiving federal assist tance-in athletics and elsewhere

Representative McMillen has proposed a bill that would restor the NCAA's antitrust exemption for negotiating television contracts i exchange for charges in the associ ation's governance and financial STRUCTURE. -OOUOLAS LEGERMAN

People In Athletics

FCO DIE MATTHESSES

Breen D. Right associate director of obtained has been deared for the second of the second of

nnis Lambert, sibletics director at II.d Vermont, has resigned, effective at end of the academic year. Mishaet Ploazek, assistant director of the letter at Rutgers U., to athletics director

Dispateli Case

The presidents of three ghalarly organizations have written a letter to Sen. David L Botto expressing their concern dats new federally financed mogram to spur study abroad will be undermined by its ties to present intelligence

Sessior Boren, a Democrat of mehans and chairman of the alligence Committee was the author of the National ty Education Act of 1991. which is designed to increase nunities for undergraduates to sudy abroad and to support the mining of more specialists in languages and area studies (The Chronicle, December 4). The (maker, Deceance 4). The movide federal intelligence and ecuity agencies with a higger and letter-qualified pool of experts on critical regions and languages.

The program is to be administered by the Defense Indigence College, and the Disctor of Central Intelligence is mong the members of its advisory

While it was working its way though Congress, the legislation ascrileized by same lawmakers athigher-education officials for the wy it suggested links between the meligence agencies, students, and miversities. The final language of the bill included an express prohibition on the use of students in the program for any intelligence-pathering activities.

Just the same, the president's of the three groups—Edmund Keller of the African Studies Association. Lars Schoultz of the Latin American Studies Association, and Barbara Aswad of the Middle Hart Studies ssociation of North America said there were problems.

"We gratefully acknowledge your efforts to insulate this program from the perception that the NSI A is intended principally to serve intelligence-gathering functions." their letter stated. "Unfortunately. our experiences suggest that this perception will remain a significant obstacle to the implementation of the program. The end result will instrict the flow of information from the region to the United States; erride or basic research capacity of Africa, Latin America, and the Middle East; and limit on-site training opportunities in languages calures, politics, and econumics. The letter urged that the program be administered by a federal education agency, not the Defense intelligence College, and that the CIA director not be a member of the advisory board.

and made changes to the legislation

that address these concerns.

nancial crisis that threatens to force drastic Two years ago the Israeli Ministry of Defense began allowing Palestinian unicuts in staff and programs. In response, Senator Boren said is a statement: "We worked closely with the education community in versities to reopen, on the condition they not be used by students as staging grounds for protests against largel, Israel's decision drafting this legislation and, as to close the campuses—which has drawn evidenced by the widespread endorsements from universities criticism from outside the country-was olleges, and educational intended to the prevent such occurrences. Israel's interest in improving its image nizations around the country have listened to their concerns abroad had much to do with the reopening

of the campuses. Now, with all 17 of the two-year colleges

International

End of Cold War Said to Require Shifts in Exchanges

Officials seek to reduce the role of governments

By PAUL DESRUISSEAUX

WASHINGTON The end of the cold war and the dissolution of the Soviet Union call for new ways tu cuuduct the business of international scholarly exchange and communication. say ufficials of organizations invalved in U.S. ucademic relations with ather coun-

In particular they say, if researchers in the United States are to develop normal and ultimately productive relationships with their caunterparts in Russia and other furmer republics uf the Soviet Union, the role of guvernment in those dealings must he refined and, eventually, sharply re-

'Not What Scientists Want'

Of foremust concern to exchange ufficials is the need for scholars in the former Soviet Union to be given responsibility fur shaping and managing such programs as well us the freedom to independently develup euoperative relationships with their

"Centralized exchanges run by the guvernment bureaucrucy are not what scientisis over there wint," suld Cassandra Turczuk, program officer for Centml Europe and Eurasia at the National Academy of Sciences. "They dun't want to hold oute the old system; they want to adopt a narket-driven approach, one that is based on merit."

Snid Allen H. Kassuf, executive directur of the International Research and Exchanges Huard: "Guvernment is too blunt in instrument to munage scholarly exchanges. This should be in the hands of

The speakers made their remarks before an audience of three dozen top education Continued on Page A37

HERBERT M. WATZMAN

As they struggle to return to normal after

as many as four years of Israeli-enforced

closure, the Palestinian universities in the

uccupied West Bank and Gaza Strip find

themselves faced with restless students,

inadequately prepared freshmen, and a fi-

Long Shuttered by Israel, Palestinian Universities

Face Financial Crisis and Unprepared Students



Chinara Djakipova, Kyrgyzstan's Miniater of Educatian: "Fortunately, a lot of aur republic's history was transmitted orally, so we are able to reconstruct it."

Kyrgyzstan's Education Minister Plunges In With an Ambitious Blueprint for Reform

Four weeks ago Chinara Djakipova wns a history professur at the national university in her native Kyrgyzstnn, one of the Central Asian republics of the former Saviet Union. Then the president of the newly independent state got a loak at her propasal for a top-to-battom refarm of education in the country. He promptly named her

and 5 of the 6 universities in the West Bank

and Gaza Strip apen, students indeed are

putting limits on their campus political ac-

In general, they appear to be holding

their political gatherings indoors, and

they are especially careful not to allow

anything resembling a demonstration to

leave the campus grounds. The Israeli

army has for the most part avoided enter-

ing the campuses, although a few confron-

tations between students and soldlers have

One institution remains closed. It is Bir

Zeit University, probably the best known

of the Palestinian institutions and the one

where student political activity-some-

times violent-most frequently provoked

the ire of the Israeli authorities. Its two

Continued on Page A38

Bir Zeit U. Remalna Closed

been reported.

tion of top education officials from the 15 republies of the former U.S.S.R. While apologizing to almost everyone she met for being so new to her post, Ms. Diakipova spoke with nuthority and determination about her country and its plans for education.

"One of our main challenges is to improve the quality of knowledge we are giving students," she said. "It is a tragedy that our children know Russian history but not Kyrgyz history. We now have to liberate our education from ideology."

In that role, Ms. Djakipova was in

Washington this month ns part of a delega-

Rewriting Hlatory Textbooks

The change in licr duties came, she explnined, just as she was plunging into a new and important project-rewriting the history textbooks used in her country. She was putting Kyrgyz history back in, she said, and pulling Soviet history out. "Fortunately, n lot of our republic's history was transmitted orally," she said, "so we are able to reconstruct it." She regretted hnving to turn the project over to others, but said she would return to it as soon as her education reforms were implemented.

In comments made in public meetings and in responses to a reporter's questions, Ms. Djakipova sketched a picture of a nation that was thrilled finally to have an opening to the West and was planning to make the most of it. She even brought with her to Washington a supply of posters'promoting tourism in Kyrgyzstan, a remote

Continued on Page A37

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End of Cold War Said to Require Shifts in Philosophy of Exchanges

(enimed From Page A35 er Soviet republics, and more ations and agencies.

The delegates from the Commoves th of Independent States. the three Baltic republics, and Georgia were in Washington for a and of meetings with sponsors of schange programs and officials of he World Bank, the Department of Education, and other groups. They ome to the United States us gitests of the Comparative and Internaissal Education Society, whose president, Stephen P. Heynenian, a World Bank official, raised 190,000 from private sources, inof the group spoke about plans for ing education in their counnies at the annual meeting of the elecation society, which was held inacarby Annapolis, Md.

Told to Seize the Opportunity

At a two-day Washington meetinterseademic cooperation, preurized by the U.S. Information Assert the officials from the forner U.S.S.R. were told many times that they needed to seize the mity to conduct educational ad scholarly relations in new ways, and that replicating the old mim even under their "democatize governments, was a pre-

Mr. Kassof, a long-time leader of U.S. scholarly-exchange efforts. aude it clear that he was also callsich programs. 'The involvement

of the U.S. government in the role of "micro-udministrator of acudeinic exchanges" was no longer a useful or appropriate one, he said.
"The embassies played an important role in these programs in

the Soviet Union and in other nations during the cold war," he said, "but this is 1992 and time to change the thinking."

Mr. Kussof suid the management of academic exchanges, including the Fulbright program, should be turned over to non-governmental organizations on both sides, "leaving the governments out of it, except as providers of funds,"

Asked to respond to Mr. Kassof's comments, the usia, which administers the Fulbright exchange dufing the Soros Foundation, to administers the Fulbright exchange through a spokesman, William B. Reinckens: "We have o long history of administering academic-exchange programs in cooperation Visdimir Shorin of Russia: "Our government has taken with private organizations representing the neademic communit and under the supervision of the J. William Fulbright Foreign Scholnrship Board. Peer review in the selection of participants is universally recognized us no integral aspect

of the program." Mr. Kassal criticized the low level of finnacial support being provided by the United States to support scholarship both on the forme Soviet Union and in it. "Having made it through the cold war, we ought to be doing more," he said.

'Disappointingly Slow Pace'

Dan Davidson, executive direcin for the United States to get put tur of the American Council of Tenchers of Russian, lamented the "disappointingly slow pace" in the



steps to sliminate the monopolis ion of science."



Alisn H. Kassof of IREX: "Government in too blunt

really haven't gotten beyond the token and symbolic," he said. "We're talking about exchanges involving only hundreds of stu-dents, out of college enrollments of

5.5 million on each side." ing un election year, "it's huzardous for political lenders to even talk about assistance for international education, but political leadership is what's needed."

Mmy officials spoke of the problems that exchange organizations are having in the former U.S.S.R. A focus of many complaints was together, and maybe then we will the insistence by the Common- get someplace.

growth of student exchanges. "We for nll travel in their countries in hard currency.

'fhe economic problems in the region were called a threat to aca- a few misperceptions." demic exchanges because they increase the likelihood of corruption.

The tyranny of yesterday and the Mr. Davidson said that, this be- corruption of today were two notes sounded often. Edward Dneprov, Russin's Minister of Public Education, grew tired of the references and responded necordingly. "You can go on kicking a horse when it's down if you want, but that will not make it get up," he said. "We need to find a horse that we ran ride on

Vludinir P. Shorin, chairman of

the committee for education and science of the Russlan parliament, rose from the audience to "correct It was not true, he said that

things were being done in the same ways as in the Soviet era. "We have legislation now in parliament that will provide the basis for a new education system and the formation of new organizations to be involved in scholmty and educutional exchange," he said.

"Our government has taken steps to efiminate the monopolization of seience and has set up a billion-ruble fund to support this.

"No system is perfect," he added. "and even under its monopoly position, our academies achieved a

great deal in all kinds of science. Vladimir G. Kinelev, ehairman of Russia's State Committee on Higher Education, said in sn interview that university reforms being undertoken included the introduction of systems to license, accredit.

and rank educational jostitutions. Other reforms, he said, deult with a general diversifiention of higher education and decentralization of its management, as well as changing the content of the social ciences and retraining professors.

Some Old Rules Still Apply'

Turkmenistan's Minister of Education, Nursakhat Bairamaakhatov, said it was important for evervone to bear in mind that "even with these great changes, some of the old rules still apply."

Wesley A. Fisher, director of International Research and Exchanges Board programs with the countries of the former U.S.S.R., said: "You may not be aware of how bitter our experience was, having to deal with your hosses in bureaucracy all those years. and it now would be good to try to. do it in a new way.

Mr. Fisher suid Russia and its neighbors should establish "a censcholars to assist them in their research. He also called for support for electronic-communication links that would enable scholars to have direct and instantaneous contact "on a non-commercial basis."

Kyrgyzstan's New Education Minister Has Ambitious Blueprint for Reform

Continued From Page A35 and mountainous land on China's orthwest border.

Ms. Djakipova said slandardized esting was the first education conwoold help put an end to the brib- expected to reduce corruption. by that has largely determined who would gain access to higher ducation in Kyrgyzstan and other famer Soviet republics, she said.

Right now our schools are in a

en destroyed by this system." The country's 2,000 sensols en-tal one million students. The hightreducation system includes four instances and the 13,000-student University of Kyrgyzstan, located in Binkek, the capital.

Cerruption, Protectionism'

Speaking sometimes in English out mostly in Russian through un interpreter, Ms. Djakipova told of by "corruption and protection-isa" and, up to now, prevented the cratic changes in her country ion having much impact on edu-cation. That, she said, should start te change next month, when re-

Besides the move to standardited testing and the revamping of content, the chonges in

higher education include the legalization of private institutions and the establishment of a merit-scholarshin system.

Teachers and professors, who top she planned to borrow from had worked under a "tenure for the West. Basing university admislife" system, will now he signed to son on the results of such tests annual contracts, a change that is

The degrees offered at the university are to be restructured slong the lines of U.S. higher education "The incompatibility of diplomss made it difficult for us to integrate have healthy state than our univerby and institutes, which have countries," said Ms. Djakipova, who earned her doctorate of Mos cow State University.

For the time being, she said, con-trol of higher education will remain centrulized. "Our institutes want to be independent and elect their own ehiefs, but from past experience we know they usually elect the worst people because it's more comfortable that way," she said.

One change that Ms. Djakipova laments is the lowering of the level of compulsory education to 9 years from 11 because of scarce financial resources. "We worry about losing the intellectual level." she said.

lillteracy, she said, is virtually non-existent among the population of 4.5-million. Most students leave school knowing Kyrgyz and Russian. She plans to make English the country's third language.



cilities and poor pay for teachers, who earn only about \$5 a month. According to the World Bank, the average per-capita annual in-come in Kyrgyzstan is \$1,000. "The bank told us we were above the world average in economic

The two big problems in the schools, she sald, are rundown fiourselves poor," Ms. Djakipova said. She quickly added, however that the country was rich in re-"We hope and have falth," she

said, "that in the near future things will get better."

-PAUL OESRUISSEAUX

Palestinian Universities Struggle to Return From Years of Closure

Continued From Page A35 campuses—the original one in the town of Bir Zeit and a new one on the road to Ramallah-have been off-limits to its administrative stuff. faculty members, and students for eacre than four years.

During that time, Bir Zeit succeeded in establishing a system of off-campus classes that functioned as a sort of underground university and now serves some 2,000 students. Still, the university has no access to its library, Inhoratories, and other vital facilities.

A spokesmun for the Israeli civil administration on the West Bunk said Bir Zeit will be allowed to reonen when the civil administration and Ministry of Defense are satisfied that it will not serve as a center in anti-Israel agitution.

Two weeks ugo, when the Israeli uriny extended Bir Zeit's closure raeli army uccasionally sends solorder for two more months, it also said it would begin consultations with officials of the institution on the question of reopening it.

Uprising Is in Its 5th Year

The attempt by the institutions to return to normal while the Palestinian uprising against Israel-the Intifada-continues has been at best only partly successful. The continuation of the unrising, which is now in its fifth year, means curfews and travel restrictions that of-ten prevent students from getting heir campuses. And the political atmosphere in the occupied ter-

"It's not casy for a student from

By LINDA VERGNANI

The landslide vote last week to

continue constitutional nagotia-

tions toward a post-npartheid

government ended fears here of a

renewed academic boycott and

opened the way to foreign invest-

ment and greater ties with univer-

Robert Charlton, vice-chancel-

lor of the racially open Univer-

sity of the Witwatersrand, said

he hoped American universities

"would change their stance to di-

vestment in view of the outcome

Mr. Charlton said he was "ab-

solutely delighted" with the vote.

"Our reintionahips with the

world of learning, which have al-

ready started to become much

freer, will continue to blossom.

vnntuge of the country and its

[Some college officials in the

United States said the over-

whelming Yes vote proved South

Africa was irreversibly headed

for a multiracial government. Re-

investment, they said, would

bring the economic growth neces-

sary to quicken the change.

There is no real practical point

in maintaining a posture of disin-

and this will be to the grent ad-

sities overseas.

of the referendum.

people," he said.

A 'Great Advantage'

CAPE TOWN

Deheishe to have a clear mind for study," says Musa Darwish, Bethlehem University's press spokesman. Deheishe is a refugue camp on the West Bank that is the site of frequent clushes between Palestinian activists and the tsraeli army.

In an effort to keep campus polities unifer control, the Bethlehem University Student Council recent-Iv decided to han from the campus any activists who mask their faces in practice typical of those who lead the stone throwing and slogan painting, and of those who have attacked Israeli soldiers and

"We felt that in un academic institution it is not a good thing to have musked people walking around," explains Ihrahim Salib, a member of the Student Conneil.

Mr. Salib contends that the Isdiers disguised as masked activists to infiltrate campus political organizations. A spokesman for the 1srac! Defense Forces said he had no comment on whether Israeli soldiers had used disquises to enter the Bethlehem campus. The army never discusses its strategies and means of action, he said.

Mr. Salib argues that students are now willing to regulate political activity on their campuses.

"Before the Intifada the universities were the only places where there were demonstrations and political activities " he says, "Now

there are demonstrations all over. The shift in the nattern of student political activity is not the only

ment policy. The vote should en-

courage colleges to "abandon

divestment policies as outdated

and no longer purposeful," he



change from pre-Intifada duys. No less significant is the number of entering freshmen. The years of closure produced a hage pool of highschool graduates anxious to get college education but prevented from starting their studies. The economic depression that hus accompanied the uprising in the West Bank has only increased their numbers. Families that once would have sent their children to study

abroad can no longer afford to. Bethlehem University, a Roman Catholic institution sponsored by the Vatican, has just begun its fourth semester since being allowed to reopen at the end of 1990. It has 1,050 freshmen, two and u half times us many as in a normal

Universities Hope de Klerk Landslide Will Revive International Contacts

Students in Cape Town calabrate after learning that South African whites voted overwhairningly to support

vestment," said Robert I. Rot- American colleges must walt un- dent F. W. de Klerk said the ref-

berg, president of Lasayette Col-lege, which never had a divest-mada permanent by law. "Ratifi-knell of apsrtheid.

cation of the constitution will be

Wsyne State University.]

the government's steps to dismantia sparthaid and negotiate a new multiracial government.

Others disagreed. They said ... In his victory speech, Presi-

freshmen are unprepared for college. All high schools were closed the Israelis for several months during the first year of the Intifuda. and even when they reopened, many students preferred the action

'It Must Be a Policy Decision'

Anion DeRoeper, a member of the Christian Brothers order who is Bethlehem's vice-chancellor, says the Israeli army has kept its distance from the campus and has not interfered with the university's operations, "It's very different from how I knew if from before, so it must be a policy decision," he

Some say a severe shortage of funds is a more immediate threat to the future of Palestinian higher education than are the Isruelis. Since the Persian Gulf war, the outside money on which the West Bank universities always depended for most of their budgets has dried up. The Association of Arab Universities, which has served as a conduit through which financial support from Arab countries and Palestin ian organizations was provided to the Gaza and West Bank universities, has transferred no funds for the past five months.

Most of the money cume from Irsq, Saudi Arabin, Kuwait, and the other Gulf States, and those countries are no longer giving money to the association," reports Gabriel Buramki, vice-president of Bir Zeit University. The funds dried up be explains, both because of the costs of Iraq's invasion of Kuwait, and as n result of the changing political alliances in the region.

At a press conference. Mr. de

unified education department be-

fore a new constitution was draft-

the moment to start the reversal Klerk was asked whether he had

of divestment policies," said Da- changed his feelings about the

vid Adamany, president of possibility of creating a single

entering class. And many of the ganization sided with Inq in the war, Kuwait, Sandi Arabia, and other Gulf States have cut off their support for Palestinian causes,

International

Mr. Buramki declines to say how much the Palestinian higher-education system has lost in outside financing over the last year, but does suy that all institutions are currently dipping into their employee pension funds to meet their payrolls.

The universities also are getting less money in tuition than they used to. Tuition charges always have been extremely low at Pales. tinian universities and have covered on the average only about 15 per cent of operating costs. Name of the Palestinian universities has un endowment of any kind But in ition rates-quoted in Jordanian dinurs-have remained static nomi nally since before the Intifuda, and have not been raised even to take into account the dinar's significant

The lack of funds and late payment of salaries have led to labor disputes on several campuses.

The financial crisia is lixely to peak in the next few months, Mr. Baramki suys, as staff and faculty contracts come un for renewal. H contributions from Gulf states de not resume and no new sources of funds are found, he adds, the universities will have to close down some of their departments and or

Still, the Palestinian university community remains onlimist perhaps because it has no other

"A lot of yesterday's dire pre dictions have not come to pass."
Brother DeRoeper says. "The for ture is not in our hands, so we jus have to get on with the present."

ed. (There is now a separate de

purtment for cuch racial group.

He rentied, us he had done con

sistently in the past, that such a

step required changing the consti-

'We Have Alrendy Started'

Mr. de Klerk said his reform program'a landslide victory did

not give him the authority to

suddenly start doing importan things unilaterally which we have

already agreed should flow from

negotiations." He said, however,

that administratively "we have

aircady started to do fundamenta

John Samuel, head of the Afri-

can National Congress's educa-tion department, said he agreed

of the education system should

wait for an interim government However, he said all government

education officials could be

brought together now under a

central authority to talk about

such issues as the best use of

available resources. That step, he

term progress toward solving

what he termed "the national ed-

Julie Nicklin in Washington con-

ucation disaster."

tributed to this report.

said, could lead to some shor

that revamping the organization

reforms" in education.

not take it on his own.

Aformer Governor of Oklahoma, was named president of the University of Central Oklahoma. He will succeed MILITAR, the university's president for the past 17 years. Among those present for the announcement was Oklahoma's current Governor, David Walters, who said: lea Presidential election year, a lat of governurs gound the nation aspire to be President. I just didn't think

Regents of the University of Texus System make a public anouncement 21 days before electing a "chief executive officer of any component institution of the System." Last week the board gave such notice concerning the chancellorship of the system. However, in anususual turn, there was only one finalist: William H. Comingham, president of the system's Austin cumpus. Mr. Cunninghum is elected at the regents' meeting scheduled for April 9 in Sun Antonio, he will becume the seventh chancellor in the 109-year history of the University of Texns, and will succeed Hane Mark, who ntums to teaching and research September 1.

Allerlosing to him in the last two primaries, Mr. Reynolds beincumbent Rep. Gus Savage in the Democratic pasary in Illinois Inst week, Mr. Reynolds, a former Rhodes Scholar, has been a member of the faculty at Roosevelt University, where last year he taught a course ralled "Politics Inside Chicago."

Pste Chalos, the mayor of Terre Hante, Ind., did not consult Indiana State University before he issued a press release saying the university should consider Norman Schwarzkopf in its search for a new president. The retired general was nut among the finalists manted last week.

Last week David P. Gardner, who will retire Octuber 1 as president of the University of California, was named to succeed Roger W. Heyns as president of the William and Flora Hewlett Foundation on January 1. Mr. Heyns, a former chancellor of the University of Califurnia's Berkeley campus, will continue as a director of the foundation, of which he has been president for 15 years.

he University of Minnesota, Dayton's chain of department atores has apologized. Alonzo Newby, minority-affairs coordinator for the College of Biological Sciences, charged that two white security guards had beaten him after falsely accusing him of shoplifting. Inastatement, Dayton's said, "We sincerely regret and apologize that Mr. Alonzo Newby was mistakenly stopped and felt mistreated by our staff. If we have falled to provide a comfortable shopping environment to any member of the community, and specifically the several communities of color, we sincerely apologize. Mr. Newby said he would donate \$10,000 of the undisclosed cash settlement (reported tu be at leust \$100,000) to the university for minority scholarships.

f FER BOOTHS of speculation, last week George Nigh, George would make it this fast."

There is a requirement in Texas that the Board of

The third time was the charm for Melvin J. Reynolds

As part of a settlement with a black administrator at

John H. Kelser, fired last September as president of Boise State University, is one of the seven finalists to Succeed Thomas J. Clifford as president of the University of North Dakota.

Gazette APPOINTMENTS, RESIGNATIONS, DEATHS, AND COMING EVENUS



John H. Crabtree Formon University



Rav. Howard P. Bleichnar Catholic University of America



Mary Bath Almada University of California Extension



Lander College



4

Claire Etaugh Bradley University

» New college and university chief executivee: College of Notre Dame of Maryland, Sister Rosemanie Nassif; Georgin Strate University, Carl V. Patton; Lander College, William C. Moran; Stanford University, Gerhard Casper; University of Central Oklahoma, George Nigh; Wheaton College (Mass.), Dale Rogers Marshall.

 Other new chief executives: William and Flora Hewlett Foundation, David P. Gardner; New York Academy of Sciences, Rodney W. Nichols.

Appointments, Resignations

Many beth Altrada, director of Independent of Study of the Estandard Study of the Commission Study of the Estandard Study of the Estandard Study of the Estandard Study of Stu

Newh J. Boatright, director of university communications and special protects at U. of Wisconria ni Puliteville. to special sassianta to the vice-president for oniver-sity relations at U. of Wisconsia System. Communication of the will misconsia de-Bowski, director of in distributed ad-ment at Mercyhurst College, ic

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David Orimm, director of communication for City of Boulder, Colo., to director of media relations at U. of Celorado, Karmit L. Hall, former professor and of colorado, and director of colorado, and director of colorado of the college of aris and sciences at U. of Tui-college of aris and sciences at U. of Tui-

college of arts and screeces as u. o. in Promuse D. Hagdan, director of college admissions of Operatin College, to vice-present of the College, to vice-present of the College of the Coll

Royal College of Art IL Condons, effective in September, in September, in September, in the september, in the september, in the september, in the september of the september, in the september of the september of





Gazette

center at U. of North Carolina at Clari-nation.

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Stony Benek,
William G. Monn, vice-prevident for academic offairs and den of the critique at Francis Artion College, to president of Lander Cyllege, effective Joly Bliatr Rosomania Hassift, executive vice-revision of Critique of Natre Dame of Maryland, to president, effective Joly 1, Georga Night, Journet Governor of Utachnia, to president of Critique and College and College

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William B. 1888, Source Processor and Control of Miscouri Center on Human Blokety, at U. of Miscouri Center on Human Blokety, at U. of Miscouri Center on Miscouri Center of Center

Yneov Shamoah, director of the school of meet snammer, irrector in the sensor in electrical engineering and computer scr-ence at Washington Stric D., to dean of the college of ongineering and applied scr-ences at State II of New York at Stom Briok, effective Angust 15.

IN THE ASSOCIATIONS

Clodus R. Bmith, prevadent of Lake Frie Cullers. In revented or the facult Mainted M. Bautah, nemphor of the facult Mainted M. Bautah, nemphor to the facult Mainted M. Bautah, nemphor to the facult Mental Mainted M. Bautah M.

Richard J. Colwell, 63, former professor und chairman of English at St. Clair County Community College, February 21 in Port Huron, Mich. Robart B. Graig, 65, president of Ensi Tex-as Baptist U.. March 4 in Marshell. Tex.

ss Baglist U., March è in Marshall, Tex-holasie E. Dickerson, II. 48, instructor in bistory at Glendale Community Collec-ing former director of Inhiro-world affairs at Carlon College, March é in Roetes Polimet Lawell Edwarde, 88, prufessor emerities of physics at U. of West Florids, November 1 in Penaucole, Pil. Jack B. Guy, BI, former baskerhall coach and the Carlon of March 7 in Austi-tude of Carlon of March 7 in Austi-

Contabelline W. Carris, prevident of U. of Northern lows, has been noned chair-man of the national board of directors of American Humanles His. Commission of the Commission of the ternational Thailing, has been elected prevident of Teachers of English to Speakers of Uhrer Language. Robert J. Myestourg, charl of the division of conditions of U. of Planni, law been ut U. of Texas nt Austin, March 7 in Aus-tin, Tex. Bannard Hoodilaks, St. director of student affoirs nt Florida A&M U., March 2 in Tallahassee, Fin.

Thomas M. Coffman, vice-chancellor for naiversity advancement at U. of Missuari at Rolla, to acceptive vice-or-sident and chief udministrative officer of Orthopos-ic Research and Education Foundation (Chicust). Boy Comment of U. of Culfor-nia, to resident uf William and Flora theyetic Foundation, offective country I.

symbol (a) inurks items that have

21 Teaching. "Involving Students in Their Own Learning," workshop, Messachine, notts Pacality Development Consortiam, Bridgewater, Meas, and Holyoke, Mars, Contact: Susan A. Holton, (2001 697-1201 or Murray Schumon, (41) 338-7000, ext.

National Collegiate Athletic Association announces its

MISCELLANY

Request For Proposals: Initial-Eligibility Clearinghouse

REQUESTS FOR PROPOSALS

The NCAA is soliciting proposals from third parties to develop and administer an initial-eligibility clearinghouse on behalf of its 516 Divisions I and II member institutions.

The deadline for submission of proposals is May 6, 1992. For further information and the Request for Proposal, contact: Daniel T. Dutcher



Director of Legislative Services 6201 College Boulevard Overland Park, Kansas 66211-2422 913/339-1906 (phone) 913/339-0032 (fincsimile)



Benned R. Ollion, voc. previoent for clu-cation at Acpie Computer Inc., has ve-vamed.
Wrights A. Bodgidsons, voc-previoent for research and executive through the research and executive through the for resultant of the second previous at Independent Sector. Its consumed her resultant offictive in December. Bodany W. Nebobs, former executive vice-reciation of New York Academy of Sciences.

Deaths

affoirs nt Florija A&M U., Mnrch 2 in Talishawse, Flanke professor of biolo-sayan U. of Noth Carulina t Charcel Hill. January 19 in Chapel Hill. N.C. Hellmal Lahman-Haupt, 88, (ormer pro-fessor of library science at U. of Missouri of Columbia and former curature of the Columbia U., March I In Columbiu, Mo. Chambio U., March I In Columbiu, Mo. Bathard C. Niessa. 77, nofessor emeritus. Columbin U., March II in Columbin, Mo. Rebard C., Nelsan, 77, professor emeritus of physics ni Dhio Sisie U., March 3 in Columbin, Ohio. Peul E. Peiten, 71, former footbull conch si Si. Lowrence U., Jenuary 24 in Sarssota, Fiz.

Fig. Swayn Lord Smillhoon, 68, professor of classics at State U. of New York not Beffa-lo, March 9 in Amherst, N.Y. Jemes Rt. Westman, 81, Tormor professor of biology at Ratgers U., February 25 in Naples, Fig.

Coming Events

not appeared in previous issues of The Chronicle.

GRANTS AVAILABLE FOR DEVELOPMENT EDUCATION In 1992, iHA's Office on Education will offer 10 to 15 Matching Fund Grants of \$1,500 to \$3,000 each.

The IHA Office on Education was autablished to promote development advication at the undergraduete level. The Office's comprehansive Curriculum Development Program is anchored by blannial institutes for college faculty, and also offers a range of aupporting programs to further facilitate undergraduate curriculum devalopment, including Hungar TaschNat, a quarterly newslatter; a Curriculum Development Guide with substantive and pedagogical readings for faculty; and Tha Matching Fund Grants Program, which provides financial means for college faculty to organize development education projects at their home institutions.

The Program seeks grant proposals for projects such as institutes, saminars, or workshops that promote development educetion in the undargraduata curriculum. The deadline for applications is May 15, 1992. For an application, or more information, please contact:

> Interfaith Hungar Appeal Office on Education 475 Riversida Drive, Suite 635 New York, NY 10115 (212) 870-2035



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The 10th Annual Conference on Nontraditional/Interdisciplinary Programs

> May 10 - 13, 1992 Virginia Beach, Virginia

For a decade George Mason University's Nontraditionalluterdisciplinary Programs Conference has brought togher scholars, tenchers, and administrators from an army of disciplines and institutions to showcase current theoretical and applied research on the theories and practices of nontraditional and interdisciplinary education. The conference program reflects the diversity and crentivity found in nontraditional and interdisciplinary programs and will interest faculty and administrators from diverse academie disciplines and institutions.

One of the goals of this conference is to stimulate and improve interdisciplinary research and teaching by focusing, through paper presentations, workshops and roundtable discussions, on the major theoretical and practical issues of nontraditional and interdisciplinary education. The anifying theme of the plenary sessions is The Future of Nonfraditional/Interdisciplinary Programs: Margin or Mainstream?

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After April 10 Barly \$100

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